



# UMC's Evolution from Pathway to Excellence to Magnet

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## BACKGROUND

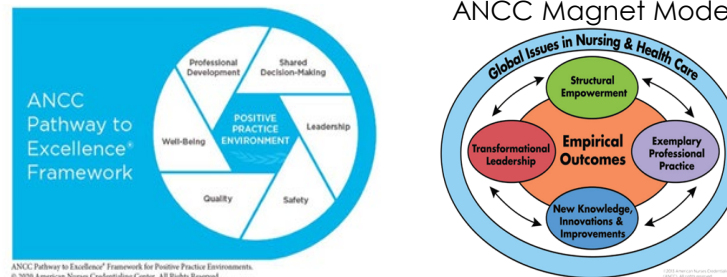
UMC started its Shared Governance approach in July 2017 and achieved Pathway to Excellence in May 2020. As UMC continues on the Journey to Magnet Designation it was identified that the core foundational guiding documents that identify the essence of nursing practice and care at UMC was not clearly defined. Core foundational documents includes identification of a nursing theorist that guides patient care & practice, a nursing philosophy developed by representatives of the nursing staff, a pictorial of UMC nurses Professional Practice Model, description of UMC's care delivery model, embracing all nursing standards and scope of practice at national, state and local levels and incorporation of the ANA Code of Ethics into our practice environment,

## PURPOSE

To create, communicate and enculturate core foundational documents into the patient care environment at UMC.

## METHODS

Obtain vast nursing voice into elements of each portion of the foundational documents via discussions at unit, divisional and system wide councils, hold individual and group meetings on specific elements, incorporate evidence based literature and the ANCC Pathway to Excellence and Magnet criteria.



ANCC Pathway to Excellence® Framework for Positive Practice Environments. © 2019 American Nurses Credentialing Center. All Rights Reserved.

### Foundational Documents Include:

- Kristen Swanson's Theory of Caring
- Nursing Philosophy
- Professional Practice Model Schematic (PPM)
- Care Delivery System (CDS)
- Scope of Practice (ANA, NRS, NAC & UMC)
- Code of Ethics for Nurses (ANA 2015)

CULTURE CROSSWALK - UMCNSN Nursing Division			
Nursing Theory Supports Integration of Service Concepts, Organizational Values and Plans X8 07.01.21			
<b>Theory of Caring®</b> (1991) Relationship-Based Care (RBC) Dr. Kristen Swanson Five Caring Processes (Strong Mid-Range Theory)	<b>Servant Leadership®</b> Nurse Leaders: ACNO Director, Nurse Manager	<b>ICARE4U</b> (UMCSN Employee Recognition)	<b>Pathway to Excellence</b> 1-Shared Decision-Making 2-Leadership 3-Safety 4-Quality 5-Well-Being 6-Professional Development
<b>Knowing</b> Avoid assumptions Centering on the one cared for Assessing thoroughly Seeking cues Engaging the self of both	<b>Be Authentic</b> Be who you are in every circumstance no matter what or to whom.	<b>Identify</b> yourself by name and specialty	<b>Leadership</b> Accessibility, Advocacy, Responsiveness, Peer Review <b>Professional Development</b> Competency, ITP role <b>Safety</b> Identifies P1 "Risk"
<b>Being With</b> Being there Conveying ability Sharing feelings Not-burdening	<b>Be Present</b> Whole-self available at all times to self and others Actively address issues - problems Deliberate Focused Concentration Centering techniques	<b>Communicate</b> in easy to understand terms words. Sit down and be at eye level when talking to patients	<b>Quality</b> Nurse-sensitive indicators, EBP IPOCs, ITP Teams Patient/Family Input <b>Safety</b> Rounding Care Handoffs
<b>Doing For</b> Comforting Anticipating Performing skillfully/competently Protecting Preserving dignity	<b>Be Useful</b> An ultimate resource	<b>Ask</b> patients if they understand their care/treatment. Ask permission before examining.	<b>Shared Decision-Making</b> Shared Governance, ITP Teams <b>Safety</b> Scheduled & Direct Telling, SWAT Team, Rounding "In" and "At Risk" <b>Quality</b> EBP, PI Engagement <b>Professional Development</b> PTAP, Career Ladder
<b>Enabling</b> Informing/explaining Supporting/allowing Focusing Generating Alternatives & Thinking It Through Validating/Giving Feedback.	<b>Be Vulnerable</b> Honest with your feelings Open with your doubts - fears Admit mistakes – course correct, which takes courage & internalizing new beliefs about control. Lead along side Empathize with others' experience - feelings.	<b>Exit</b> every conversation by asking "Is there anything else I can do 4-U?" or "What questions do you have?"	<b>Professional Development</b> Patient Education IPOCs, ITP, Care Handoffs Patient Engagement <b>Leadership</b> Performance review, self-appraisal, peer feedback, individual development plans <b>Professional Development</b> Career Ladder <b>Well-Being</b> Work-Life Balance <b>Leadership</b> : Teams - ITP
<b>Maintaining Belief</b> Believing in/holding in esteem Maintaining a hope-filled attitude Offering realistic optimism Going the distance	<b>Be Accepting</b> Acceptance is far more important than approval	<b>Respond</b> timely and professionally to patients and other hospital staff (Trustworthy)	<b>IL CNO</b> Advocacy for Mentoring & Succession Planning SE: Professional Development SE: Patient Education SE: Preceptors, Transition Programs SE: Shared Leadership EP: Peer Review, Individual Dev Plan EP: Improved Patient Outcomes NK: Nursing Research

**CDS** delineates UMC nurses authority & accountability for clinical decision making & outcomes. Elements include communication, Decision Making, Staffing & Resources, Nursing Practice Environment.

**Philosophy** – available in booklet

## RESULTS

Production of all foundational documents into a booklet distributed throughout the organization, review & discussion at councils and department meetings across the organization, articles submitted to the organizations newsletter "The Pulse" and utilization of the foundational elements in practice and projects.

## CONCLUSIONS

UMC intraprofessional team continues to evolve to a higher level of enculturation of the Pathway to Excellence and Magnet principles in their professional practice and clinical care of the patient. The intraprofessional collaboration and utilization of these guiding elements results in improved outcomes for the patient and ultimately the ANCC designations

PPM



## REFERENCES

Available upon request  
Foundational Document Booklet

