

From: [Phelps Hospital](#)
To:
Subject: Magnet® Recognition
Date: Friday, October 16, 2020 2:28:38 PM

Magnet® Designation

Dear Team Member,

It is our great privilege and honor to announce that on October 14, 2020, the Commission on Magnet® recognized Phelps Hospital as a Magnet-designated organization (2020-2024). This credential marks the “gold standard for Nursing excellence,” and is a testament to the countless contributions of our nurses, in collaboration with all of you, to ensure the very best patient care. Congratulations to all of you on your significant achievement!

The American Nurses Credentialing Center’s (ANCC) Magnet Recognition Program® designates organizations worldwide, where nursing leaders successfully align the strategic goals to improve patient outcomes. According to the ANCC, “of the over 232 (45.05%) nurses with whom the appraisers interacted, common themes used to describe why they come to work at Phelps were: it’s home, co-workers that are friends who feel like family, consistent leadership support, extensive resources, ongoing learning, professional growth through the advancement ladder program. Clinical staff nurses voiced pride in their work environment and expressed a sense of family with their peers. Staff passionately described their experiences delivering care through the Coronavirus Pandemic and shared examples of leadership’s support and consistent visibility. It was evident at the community session that there is strong community involvement by Phelps. The Senior Associate Dean, College of Health Professions and the Lienhard School of Nursing expressed gratitude that the students would be able to re-enter the hospital for clinicals this fall after the pandemic.”

Earning Magnet® status is “steadfast proof of a hard-earned commitment to excellence in health care.” It is a huge accomplishment to achieve Magnet® status. Few hospitals receive exemplars – when they do, the typical number is five exemplars or less. Phelps received **eight** Magnet® exemplars (a concept, practice, or program worthy of imitation) – which validate outstanding patient care.

We have **the highest number of exemplars a Northwell Health facility has achieved to date.**

Our exemplars are:

- During the site visit, our evidence supporting nurses to achieve and/or maintain baccalaureate or higher education in nursing was verified, clarified and amplified (SE5): The BSN rate of >81% has been sustained since 2018. The BSN rate at site survey was 86%. The appraisers met many staff nurses who were recipients of the Nursing Promise Program in which they were supported

to go to nursing school full-time while working part-time at Phelps. Phelps has tuition reimbursement at \$7K annually. The students are given a stipend for expenses on top of tuition reimbursement. Preferred hiring is BSN or commitment to completing BSN within two years. Phelps has an arrangement with Hofstra University for employees who apply to any master's program; if they get accepted the tuition is free. The clinical ladder program requires BSN for advancement. Nurses with a BSN also receive a differential.

- We have sustained a BSN rate of >81% since 2018, achieving and exceeding the goal of 80% two years earlier than the Institute of Medicine (IOM) recommendations. Current BSN rate as of site survey was 86% (SE6EO).
- The unit-level data for Falls with Injury outperformed the vendor's national mean, median or other benchmark statistic and comparison cohort for all eight quarters on 100% of the units (EP18EOa).
- The unit-level data for Hospital Acquired Pressure Injury (HAPI) outperformed the vendor's national mean, median or other benchmark statistic and comparison cohort for all eight quarters on 100% of the units (EP18EOb).
- The unit-level data for Central Line-Associated Bloodstream Infection (CLABSI) outperformed the vendor's national mean, median or other benchmark statistic and comparison cohort for all eight quarters on 100% of the units (EP18EOc).
- The unit-level data for Catheter-Associated Urinary Tract Infection (CAUTI) outperformed the vendor's national mean, median or other benchmark statistic and comparison cohort for all eight quarters on 100% of the units (EP18EOd).
- The Ambulatory setting nurse-sensitive clinical indicator Falls with Injury data outperformed the mean, median or other benchmark statistic for all eight quarters on 100% of the units (EP19EOa).
- The Ambulatory setting nurse-sensitive clinical indicator Patient Burns data outperformed the mean, median or other benchmark statistic for all eight quarters on 100% of the units (EP19EOb).

Thanks to our entire Phelps family for your extraordinary hard-earned work during this Magnet® journey. To quote Michael Dowling, "Don't go where the path may lead, go instead where there is no path and leave a trail."

Congratulations to all!

With sincere respect, appreciation and pride,

Mary McDermott, MSN, RN, APRN, NEA-BC
Sr. Vice-President, Patient Care Services and
Chief Nursing Officer

Eileen Egan, RN, Esq.
Executive Director

Judy Dillworth, PhD, RN, NEA-BC, CCRN-K, FCCM

Tobe Banc, MD

Magnet Program Director

Sr. Vice-President,
Medical Director

[Link](#) to a video of the event.

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