

## Magnet® Senior Analysts' Tips

*Submitting a first-time application or seeking redesignation? Read the following tips to ensure adherence to guidelines for data collection, provision of evidence, and formatting when writing to the Sources of Evidence (SOEs)!*

### Reporting Guidance for EP3EO/EP22EO/EP23EO (2014 Magnet® Application Manual)

#### EP3EO: Nurse Satisfaction

- ▶ Presentation
  - Each unit/clinic must use the guidance provided on page 44 of the 2014 Magnet® Application Manual.
  - The most recent survey must be within the 30 months prior to documentation submission.
- ▶ Categories/Subscales
  - Select four of seven categories noted on page 43 of the manual.
  - Refer to *Manual Updates* available at <http://www.nursecredentialing.org/Magnet/MagnetManualUpdates>.
  - Refer to the vendor to align the survey with the categories.
  - The four categories must be consistent across the organization (inpatient and outpatient).
- ▶ Level of Data
  - Use unit/clinic-level data. If data are not available at the unit/clinic level, present at the next aggregated level available from the vendor (e.g., clinic groups).
    - Explain units/clinics within aggregated data.
    - Explain any units not included.
- ▶ Benchmark Statistic
  - Use the mean, median, or other measure of central tendency provided by the vendor's national database benchmark.
- ▶ Comparison Group/Cohort
  - Organizations may use a different appropriate comparison group for each unit/clinic.
  - Depict the comparison group label on the table and graph.

- ▶ Graph Presentation
  - Organizations may present up to four units/clinics on one graph. If multiple units are on one graph, all elements (i.e., benchmark, cohort) must be consistent.
  - Single unit/clinic presentation. Organizations may use a different mean or median for each graph.

## **EP22EO: Nurse-Sensitive Clinical Indicators**

- ▶ Presentation
  - Each unit/clinic must use the guidance provided on pages 48-52 of the *2014 Magnet® Application Manual*.
  - Use the most recent eight quarters prior to documentation submission.
- ▶ Nurse-Sensitive Clinical Indicators
  - Refer to table 5 on page 51 and 52 of the *2014 Magnet® Application Manual* for requirements specific to the organization type.
  - Refer to *Manual Updates* available at <http://www.nursecredentialing.org/Magnet/MagnetManualUpdates>.
- ▶ Level of Data
  - Use unit/clinic-level data. If data are not available at the unit/clinic level, present at the next aggregated level available from the vendor (e.g., clinic groups).
    - Explain units/clinics within aggregated data.
    - Explain any units not included.
- ▶ Benchmark Statistic
  - Use the mean, median, or other measure of central tendency provided by the vendor's national database benchmark.
- ▶ Comparison Group/Cohort
  - Organizations may use a different appropriate comparison group for each unit/clinic.
  - Depict the comparison group label on the table and graph.
- ▶ Graph Presentation
  - Single unit/clinic presentation. Organizations may use a different mean or median for each graph.
  - Organizations may present up to four units/clinics on one graph. If multiple units are on one graph, all elements (i.e., benchmark, cohort) must be consistent.

## EP23EO: Patient Satisfaction With Nursing

- ▶ Presentation
  - Each unit/clinic must use guidance provided on page 54 of the *2014 Magnet® Application Manual*.
  - Use the most recent eight quarters prior to documentation submission.
- ▶ Categories/Subscales
  - Select four of nine categories noted on page 53 of the manual.
  - Refer to *Manual Updates* available at <http://www.nursecredentialing.org/Magnet/MagnetManualUpdates>.
  - Refer to the vendor to align patient satisfaction questions with the categories.
    - Select only patient satisfaction questions that the vendor has assigned to categories. Establish, with the vendor, that the vendor has collaborated with the Magnet Recognition Program® on the alignment of questions to categories.
  - Four categories must be consistent across the organization (inpatient and outpatient).
  - Within each category, the specific question may vary from unit/clinic to unit/clinic.
- ▶ Level of Data
  - Unit/clinic-level data. If data are not available at the unit/clinic level, present at the next aggregated level available from the vendor (e.g., clinic groups).
    - Explain units/clinics within aggregated data.
    - Explain any units not included.
- ▶ Benchmark Statistic
  - Use the mean, median, or other measure of central tendency provided by the vendor's national database benchmark.
- ▶ Comparison Group/Cohort
  - Organizations may use a different appropriate comparison group for each unit/clinic.
  - Depict the comparison group label on the table and graph.
- ▶ Graph Presentation
  - Each graph must include the category and the specific vendor-aligned question.
  - Single unit/clinic presentation. Organizations may use a different mean or median for each graph.
  - Organizations may present up to four units/clinics on one graph. If multiple units are on one graph, all elements (i.e., benchmark, cohort) must be consistent.