

Organizational Overview

OO-1

Q-What is the definition of demographics?

For Magnet purposes, the population and RN statistical characteristics that are pertinent to the organization. These may include, but are not limited to, age, gender, and education of the population served and nursing (RN) staff.

Q: If the description of the history of the organization is greater than 300 words, what happens? (updated September 2019)

The appraisers evaluate the first 300 words to determine if the Organizational Overview item has been met. If it is not met in the first 300 words, a request for Additional Information will be generated.

OO-5

Q-Does the continuing education assessment provided need to be completed?

Yes, the assessment must be the summary (completed, with results) of the information gathered in the most recent needs assessment.

Q: What is meant by "all RNs" and "all settings"? (updated September 2019)

A continuing educational assessment must be offered to all registered nurses, in all areas (settings) where registered nurses work in the organization. This should include the CNO, Nurse AVP/Directors, Nurse Managers, Clinical Nurses, APRNs, and any other registered nurse position.

The continuing needs assessment must demonstrate that the needs of nurses in the various settings are being addressed (i.e. inpatient, ambulatory, administration, etc.). For instance, the clinical nurses in the ICU will have very different needs assessment than ambulatory nurses in a primary care clinic

Q: What is the meaning of the word "assessment"? (updated September 2019)

An assessment is the process the organization does to identify any potential gaps in knowledge, skills, and abilities of the registered nurses in areas where they practice. The assessment can be accomplished in numerous ways, including a self-assessment of nurses in the form of a survey or other reporting. An assessment can also be achieved with input from committees and other formal structures such as the education department, risk management, infection control and nursing leadership to identify the

continuing education needs for all registered nurses. The assessment must be inclusive of all levels of nursing, including the CNO, AVP/Directors and Managers, clinical nurses, and APRNs.

OO-6 (updated September 2019)

Q: Are there eligibility criteria for the individual that the CNO chooses to designate to participate in the credentialing, privileging and evaluating of APRNs?

The CNO is ultimately responsible for sustaining the standards of nursing practice throughout the organization, including APRN practice, regardless of reporting relationships. The designee must be an RN and must communicate with the CNO.

Q: What is the expectation of the CNO's (or RN designee's) "participation" in the credentialing, privileging, and evaluating process of all advanced practiced registered nurses (APRNs)? Do we need to describe the CNO (or designee) in every phase of credentialing?

A description of the CNO's (or RN designee's) participation in the credentialing and evaluation of all APRNs should be a broad description of the process. It should include the CNO's (or designee's) roles in credentialing, privileging, and evaluating and how the CNO (or designee) are involved/participate in the process.