



A Constellation of Nurse Recognition Opportunities Within a Magnet®-Recognized Organization

University of California Davis Medical Center, Sacramento, California

Barbara Rickabaugh, MSN, RN, NE-BC, Center for Nursing Research

A U.S. News & World Report
best hospital in cancer,
cardiology & heart surgery, ENT,
geriatrics, gynecology,
nephrology, neurology &
neurosurgery, orthopaedics,
pulmonology & urology



UC Davis Nurses are our Stars!!!



Mentorship Programs

Nurse Residency Program: A formal, structured post-baccalaureate new graduate nurse residency program; consisting of a series of learning and working experiences to facilitate the transition from school to professional practice. Fourteen cohorts have entered the program (total = 283 nurses).

Rising Nurse Leaders Institute: A two year part time program of education and mentoring which prepares developing nurse leaders to be effective and inspired agents of change in their work environment. Many graduates are leading and shaping the future of nursing at UC Davis Health System.

Research Mentorship Program: The Center for Nursing Research Mentee/Mentorship Program is designed to provide nurses with the support and skills necessary to conduct a research study in their area of interest. Nurses apply for selection into this program and preference is given to projects that have potential to improve patient care.

Purpose:

Recognition is especially important to nurses as they move and improve throughout their careers within a Magnet® recognized organization. A constellation of recognition programs surrounds our nurses - all designed to highlight extraordinary work, or a valiant effort. Recognition may reinforce a nurse's sense of worthiness, value, and being respected.

Process:

The nurse recognition programs in place for UC Davis Nurses are listed.

Achievements

ANCC & other Specialty Certification: Nurses who obtain specialty certification are listed on a plaque in their unit and receive a monthly stipend. (35.5% of direct care nurses as of July 2015)

UC Davis publically thanked all specialty nurses by name in the Sacramento Bee in 2015 (full page article).

Awards

The DAISY Award – 136 extraordinary nurses have been recognized since May 2003.

Good Catch Award – Quarterly awards, for several individual nurses, are given by the Medication Error Reduction Committee.

Authorship

Patient Care Services Year-End Report: Many articles are about the work of nurses or are written by a nurse.

UC Davis Nurse: All articles are written by nurses in the quarterly journal, consisting of opinion pieces, humanitarian efforts, and project summaries.

Manuscripts: Nine articles were published by UC Davis nurses in 2014.

Management

Nurse Managers may recognize their nurses' outstanding work spontaneously with a small denomination credit card gift.

Direct care nurses and Nurse Champions chair committees and present projects and studies to Nursing Management Council as invited guests.

Nursing Excellence

Nurse's Week Celebration: Nurses are recognized formally by their peers. They receive a lapel pin, certificate, and flowers at a ceremony. Award categories are: Compassion & Compassion in Nursing, Integrity of Nursing, Best Practices that Achieve Optimal Outcomes, Relationship Based Care, Contributions to Improving the Environment of Care.

Performance Improvement

HAI Annual Anniversary Award: A unit is awarded after 365 continuous days of nursing quality indicator infection free status.

Presentations

Thirty five (35) individual or team presentations were given by UC Davis nurses at professional conferences nationally and internationally in 2014. Nurses are financially supported to attend these conferences and present their accepted abstracts.

Professional Governance

Unit Based Practice Council (UBPC) All Here Days

Presentations: Nurses are invited guest speakers presenting their projects to all other UBPC members.

Professional Governance Annual Celebration: 1 or 2-day event where all UBPCs present posters displaying their most successful project(s) to all nurses and other health care providers. National conference posters, research results and publications are also shared (total of approximately 70 posters).

Research

Nursing Grand Rounds: UC Davis nurses are invited to formally present their original research to large groups and are videotaped for CEU offerings for all nurses to view. They are awarded with a lapel pin.

Conclusion:

A rich, supportive environment that recognizes nurses for their expertise, drive, accomplishments and professional development is stimulating fertile ground for motivating nurses to explore and improve their work environment and patient outcomes.