



# The Force

## *Our Magnet Journey*



March 2009  
Volume 3 Issue 2



### Magnet Facility Updates

#### REDESIGNATED MAGNET

- ❖ Acadia Hospital, Bangor, ME
- ❖ Baylor University Medical Center, Dallas, TX
- ❖ Carilion Medical Center, Roanoke, VA
- ❖ Fox Chase Cancer Center, Philadelphia, PA
- ❖ Southeast Missouri Hospital, Cape Girardeau, MO
- ❖ St. Cloud Hospital, St. Cloud, MN

#### DESIGNATED MAGNET

- ❖ Abbott Northwestern Hospital, Minneapolis, MN
- ❖ Cincinnati Children's Hospital, Cincinnati, OH
- ❖ Duke Raleigh Hospital, Raleigh, NC
- ❖ Montgomery Regional Hospital, Blacksburg, VA
- ❖ UPMC St. Margaret Hospital, Pittsburgh, PA

### Meet your Fellow Ambassador

Ann Marie Keefer-Lynch has been an employee of St. Joseph Hospital for 29 years. She has worked in several different departments during this time including Radiology, 3 North Respiratory, 4E/4W Renal Metabolic/Telemetry, Critical Care, Emergency, Clinical Education and La Amistad Family Health Center. She is currently the family nurse practitioner at La Amistad and is board certified. Her most memorable moment as an employee at St. Joseph Hospital was difficult to answer. She has had so many memorable moments at St. Joseph Hospital. Since she has been employed here for 29 years, she has enjoyed a memorable and satisfying career. The Magnet Journey, being a Magnet Ambassador, experiencing Maureen's leadership, achieving Magnet Status with no re-writes and being present when we were notified of achieving Magnet were her proudest moments as a nurse and employee of the organization.

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#### Future of Magnet Ambassador Meetings

**March 17<sup>th</sup>**, from 8-2 PM in Mother Louise Building

**May 4, 2009**, from 8-10 am in the SJO-NEB CRI

**July 6, 2009**, from 8-10 am in the SJO-NEB CRI

**August 31, 2009**, am in the SJO-NEB CRI

**November 9, 2009**, am in the SJO-NEB CRI

# Code of Ethics for Nurses

## Provision Seven

The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development.

Interpretive Statement 7.1: Advancing the Profession through Active Involvement in Nursing and in Healthcare Policy

There are many ways to be involved in nursing and healthcare policy inside and outside the work environment.

Interpretive Statement 7.2: Advancing the profession by developing, maintaining, and implementing professional standards in clinical, administrative and educational practice.

Standards and guidelines reflect the practice of nursing grounded in ethical commitments and a body of knowledge. Professional standards and guidelines for nurses must be developed by nurses and reflect nursing's responsibilities to society.

## Case Example

### The Nursing Instructor and the Struggling Student

Melissa is an instructor in the Nursing Skills Lab. She notices that a fourth-year student has fallen behind in her assignments and is not demonstrating competence in her clinical nursing skills. As outlined in interpretive statement 7.1, nurse educators "have a specific responsibility to enhance students' commitment to professional and civic values." The way Melissa chooses to interact with this and other students should be guided by Provision 7. Interacting with her students in a respectful and professional manner will influence their perception of professional behavior and can serve to advance or hold back the profession. A professionally responsible way for Melissa to address the student's difficulties would be to contact her outside of the lab in order to discuss why she has fallen behind and what needs to be done to correct the problem. By doing this, the student is acknowledged as a valued member of the class while being held accountable for her work. Melissa demonstrates her commitment to professional values through the sensitivity and professionalism with which she approaches her students as well as the way she holds them accountable. The student and Melissa both have important obligations that affect the advancement of the profession; the student's commitment to the nursing profession may be strengthened by knowing that Melissa is an advocate who will help her work through problems. Modeling ways of problem solving, providing supportive and respectful help, and maintaining boundaries of accountability demonstrate a skill-set the student may draw upon in the future.

However, Interpretive Statement 7.2 also states that the nurse educator should promote and maintain standards of nursing education and should ensure that nursing graduates are fully prepared and competent. Keeping this in mind, Melissa has some serious responsibilities to consider. As stated in Provision 2, Melissa's primary responsibility is to the patient, so this commitment affects how she handles students' difficulties in skills lab. There are several courses of action that could be followed: she could coach the student, give her extra time to complete assignments when necessary, or work with her on a remedial basis; she could fail the student for this course and allow her to repeat it; or she could recommend that the student be released from the program. Melissa's actions will depend in large part on the level of the student's commitment and ability. What is more important, however, is that, whichever option is followed, the standards and professionalism of nursing practice are upheld.