



MAGNET® PERSPECTIVES

Magnet® or Pathway® Recognition

Comparing and Contrasting

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The Directors of the Magnet Recognition Program® and Pathway to Excellence® use this column to compare and contrast the 2 programs. Both programs profile nursing excellence.

Creating a supportive practice environment that fosters sustained excellence in patient and workforce outcomes and inspires innovation is more important than ever. The American Nurses Credentialing Center's 2 organizational credentialing programs, The Magnet Recognition Program® (Magnet Recognition) and Pathway to Excellence® Program (Pathway), provide frameworks that support professional nursing practice environments and the excellence in nursing care delivery that results. Hundreds of healthcare organi-

zations across the world have used the Pathway and Magnet frameworks to successfully improve a host of key measures, including nurse engagement, nurse retention, interprofessional collaboration, patient safety, workforce safety, and patient outcomes.

Magnet Recognition¹ and Pathway² are 2 distinct credentialing programs with different standards manuals however having a complementary focus. Whereas the Pathway framework underscores supportive practice environments that promote engaged and empowered staff, Magnet Recognition distinguishes healthcare organizations for professional practice environments that lead to sustained quality patient care, nursing excellence, and innovations in professional practice, hallmarks of the Magnet program.

The following crosswalk outlines the major similarities and differences between the select general topics within the standards of the 2 prestigious programs. The full set of standards including each program's eligibility requirements are detailed in each application manual (Table 1).

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Conclusion

These programs were derived and revised using data supporting the previously mentioned standards as influencing practice and outcomes. Nurses and patients across the world have benefited from practice environments molded through the journey to excellence from both Magnet and Pathway. Organizational leaders should evaluate readiness and fit as they identify the path to take.

Table 1. Program Comparison

General Topics	Magnet Recognition Program (2019 Magnet Application Manual)	Pathway to Excellence (2016 Pathway to Excellence Application Manual)
Mission, goals alignment	✓	✓
Nursing strategic plan	✓	
CNO strategic change	✓	
Organization decision making	✓	
Mentoring	✓	✓
Succession planning	✓	✓
Data use by clinical nurses to acquire resources	✓	
Communication with nursing leaders and resulting change	✓	✓
Interprofessional decision making	✓	✓
Professional organizations	✓	✓
Specialty certification	✓	✓
Organizational support for baccalaureate education	✓	
Professional development and education	✓	✓
Support for transition to practice	✓	✓
Community, population health	✓	✓
Culturally, socially sensitive care	✓	
Recognition of nursing contributions	✓	✓
Evidence-based practice (EBP) change aligned with professional practice model	✓	
RN satisfaction compared with vendor's national benchmark	✓	
Partner with patients/families	✓	✓
Interprofessional care coordination	✓	✓
Interprofessional quality initiatives	✓	✓
Interprofessional education activities	✓	
Staffing decisions, concerns	✓	✓
Retention/hiring	✓	✓
Performance review including peer feedback	✓	✓
Shared decision making	✓	✓
Ethical concerns	✓	✓
Safety and security	✓	✓
Nurse-sensitive clinical patient indicators (inpatient and ambulatory) compared with vendor's national benchmarks	✓	
Nurse-sensitive patient satisfaction compared with vendor's national benchmarks (inpatient and ambulatory)	✓	
Nursing research studies and dissemination of results	✓	
EBP implementation	✓	✓
Use of professional standards	✓	
Innovation	✓	
Work flow changes	✓	✓
Product evaluation		✓
Monitoring professional practice behaviors		✓
Use of internal benchmarking		✓
Education on respectful collaboration		✓
Well-being initiatives at work		✓
Orientation topics		✓

Abbreviation: CNO, chief nursing officer.

References

1. American Nurses Credentialing Center. *2019 Magnet Application Manual*. Silver Spring, MD: American Nurses Credentialing Center; 2017
2. American Nurses Credentialing Center. *2016 Pathway to Excellence Application Manual*. Silver Spring, MD: American Nurses Credentialing Center; 2016.