**Abstract:**

The concept of the magnet hospital, as representing the "gold standard" of excellence in the provision of quality patient care, was developed over 20 years ago to address workforce issues related to the nursing shortage. Hospitals with magnet designation serve as a model for other hospitals through the demonstration of achievement of excellence in fourteen standards that address nursing practice at all levels. These standards include nursing leadership that is accessible to staff, staff nurse access to clinical experts, including Advanced Practice Nurses, and the support of professional development of nursing staff. All of these standards are personified in the role of the DNP. Consequently, hospitals seeking or wishing to maintain magnet status benefit from the presence of DNP graduates in a variety of positions within the hospital system. This presentation will describe the contributions of DNP graduates in several large health systems across the country who have been supported by their institution in achieving the DNP degree. Formally initiated changes that have further enhanced nursing leadership and quality care will be presented. Also, informal outcomes resulting from an increase in the critical mass of DNP prepared leaders that facilitated collaboration within and between hospitals in a health care system starting during the educational program will be discussed.

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**Question 1:** What are the three forces of magnet standards that speak to leadership?

**Question 2:** How do magnet leadership standards articulate with DNP leadership essentials?

**Question 3:** What are two informal ways in which participation in DNP education changed the dynamics in an employing organization?

**Question 4:** What are two examples of formal organizational changing arising from employees' participation in DNP education that contributed to the magnet status of the organization?

**Question 5:** What are three key ingredients of DNP education that contribute to the promotion of magnet status?