



Kennedy University Hospital, (also referred to as Jefferson New Jersey)  
**Recognition and Engagement Council - REC**  
Charter

**Purpose**

The overall purpose of the REC is to provide a formal, collaborative structure and process that gives nurses at all levels a respected voice in the allocation of rewards and recognition that help foster a culture of engagement. It is a forum supportive of shared governance and is focused on driving MAGNET activities, recognizing extraordinary care, fostering ownership and accountability, and sustaining a passionate, engaged body of nurses to best serve our communities.

**Accountability**

The REC reports all analyses and actions to the Coordinating Council on a scheduled basis. In alignment with the organization's mission, vision, and values, the REC is accountable to plan the annual Nurse's Week celebration, to support nurse satisfaction through routine allocation of awards and recognition, and to drive MAGNET initiatives for maintaining this highly-esteemed status.

**Goals**

- Raise awareness of and encourage participation in MAGNET related activities to maintain MAGNET designation.
- Embody and promote the Jefferson Nurse Professional Practice Model which aligns with MAGNET
- Publish 4 issues of Magnetic News annually.
- Organize the annual Nurse's Week celebration.
- Provide clinical nurses with a voice in the allocation of awards and recognition through quarterly review of nominations for DAISY and BEE awards.
- Provide a forum for collaborative discussion with management and upper level leadership as it relates to nurse satisfaction and engagement.

### **Membership (delineate chairpersons)**

REC membership consists of clinical nurses, nurse leaders and support staff. It is chaired by a clinical nurse. Membership is as follows:

- 51% Clinical Nurses (RNs that spend at least 50% of their time at the bedside)
- 49% Nurse Leaders and support staff

#### Member Responsibilities

- Active participation and attendance at REC meetings (80%) and educational sessions
- Bi-directional, consistent communication between the REC and clinical staff in all areas
- Participation in developing action plans, as appropriate, to support the goals of the council.

### **Meeting Frequency**

The council meets 10 times per year per shared governance bylaws.