

# Student Perceptions of Just Culture in Nursing Education: A Multi-Site Study

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# Disclosures

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# Objectives

At the completion of this presentation, the participant will be able to:

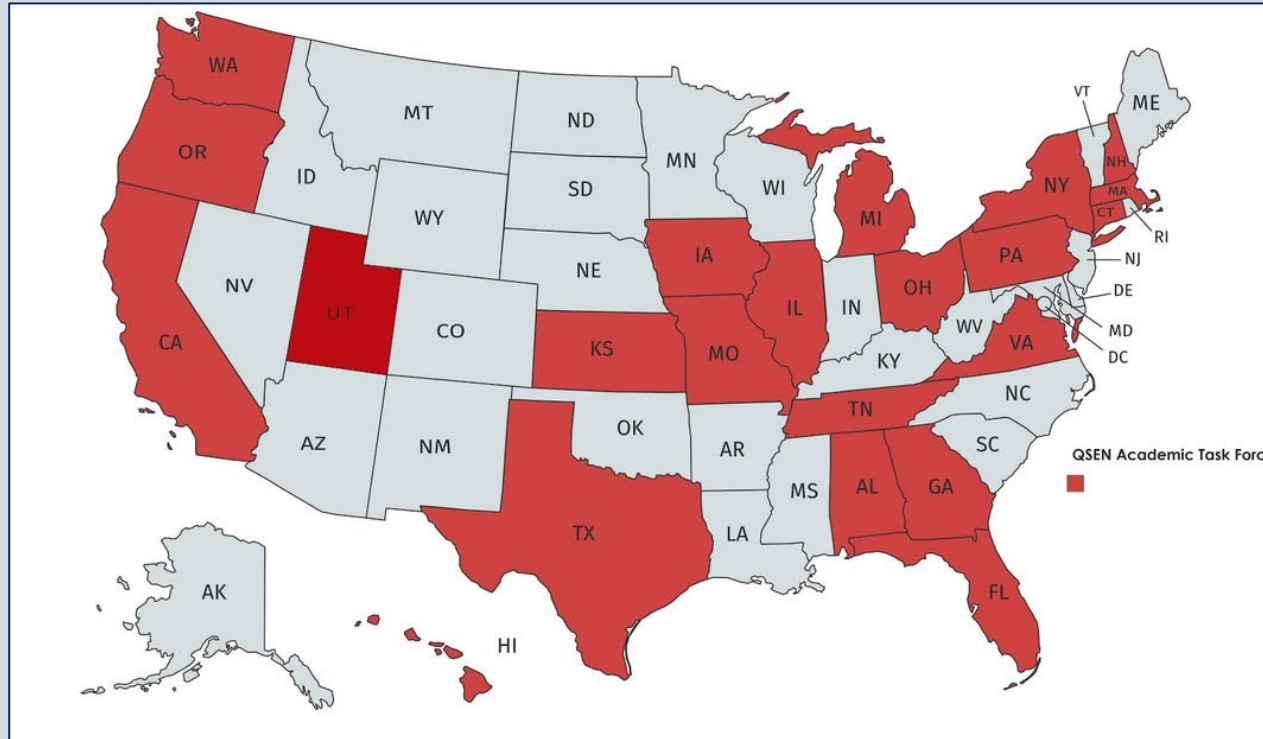
1. Describe the results of a multisite study of student perceptions of just culture in nursing education
2. Recognize the urgent need to promote a just culture in nursing education



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# QSEN Academic Taskforce



a collaboration of nurse educators that serve as champions for the integration of QSEN and validation of best practices in academic settings

# What is Just Culture?

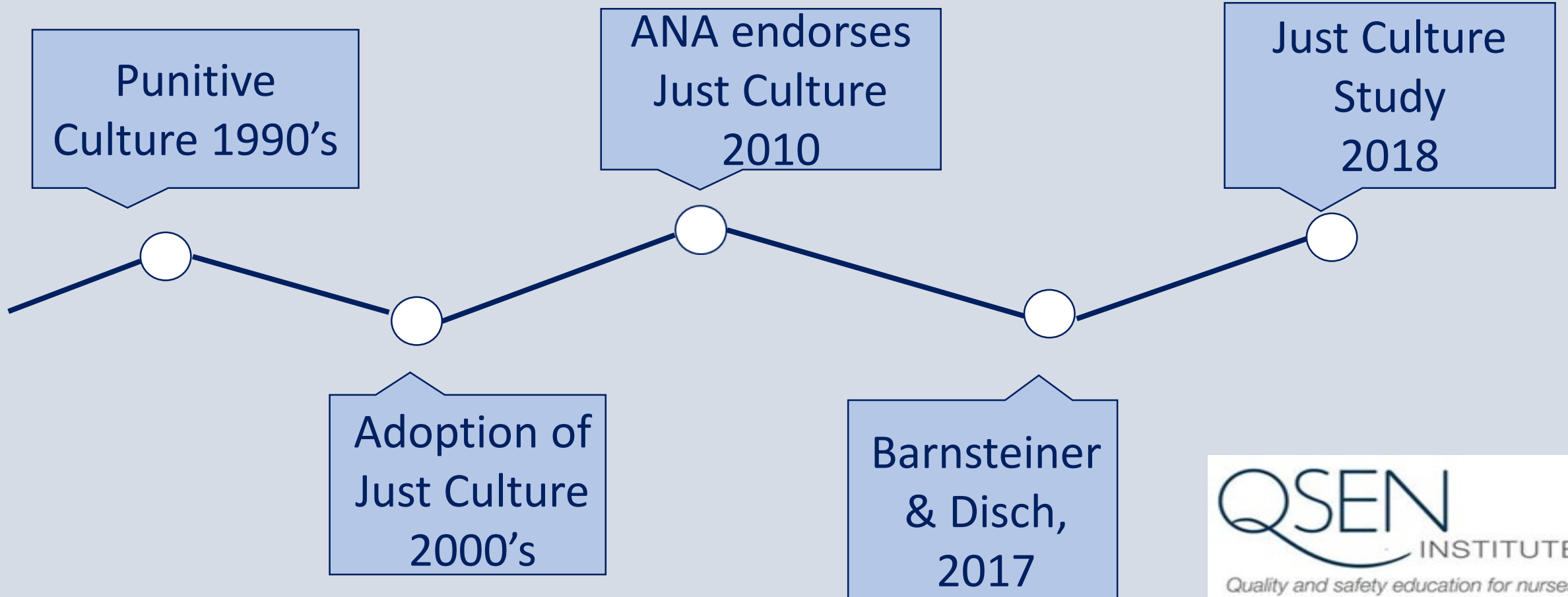
A culture in which employees can admit to their mistakes and system and individual accountability can be balanced to best support system safety and other organizational values (Marx, 2001)



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# Just Culture Timeline



# Background

- Nursing Programs
  - Do not consistently align with just culture practices.
  - Face challenges integrating just culture into academia.
- Education to practice gap.
- This study examined students' perceptions of just culture using the Just Culture Assessment Tool-Nursing Education (JCAT-NE).



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# Study Purpose

- To assess pre-licensure nursing student perceptions of just culture in academia

## Specific Aims

- Determine student perceptions of the elements that support just culture in their nursing programs.
- Identify student experiences with error reporting systems.
- Determine differences based on variables that included age, type of nursing program, and level in the nursing program.



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# Instrument

## Just Culture Assessment Tool-Nursing Education (JCAT-NE)

- 27-item survey instrument
- 7 point Likert scale “Strongly Disagree” =1 to to “Strongly Agree”=7
- Six dimensions of Just Culture:
  - Balance
  - Trust
  - Openness of communication
  - Quality of the event reporting process
  - Feedback
  - Quality improvement.



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# Recruitment

Inclusion criteria: pre-licensure nursing students enrolled in clinical coursework at one of the 18 identified nursing programs across the United States.

Each co-PI secured an internal program liaison to distribute a standardized electronic recruitment invitation.

A link to access the JCAT-NE via Qualtrics® was embedded within an email invitation.

Email reminders were sent by the internal program liaison weeks 2, 3 and 4.

Co-PIs were encouraged to use a standardized flyer to inform students of the study.

849 participants completed all JCAT-NE and demographic questions



# Analysis

- Data were retrieved from Qualtrics®
  - Surveys were reviewed for accuracy and completeness.
  - Surveys with incomplete demographic data or that did not meet inclusion criteria requirements were removed.
  - Negatively worded items were reverse scored.
- Descriptive analyses
  - Categorical sample characteristics: frequencies and percentages
  - Continuous variables: mean, median and standard deviation
  - Bivariate analyses: t-test, Kruskal Wallis, Mann Whitney U



# Demographics

<b><u>Gender</u></b>			
	Female		754 (88.8)
	Male		91 (10.7)
	Other		4 (0.5)
<b><u>Primary Language</u></b>			
	English		822 (96.8)
	Other		27 (3.2)
<b><u>Race</u></b>			
	Caucasian		629 (74.1)
	Asian		64 (7.5)
	Hispanic		55 (6.5)
	Black		48 (5.7)
<b><u>Nursing Program</u></b>			
	Baccalaureate		664 (78.2)
	Associate		97 (11.4)
	Accelerated		81 (9.5)
<b><u>Level in Program</u></b>			
	Beginning		138 (16.3)
	Middle		377 (44.4)
	Last Semester		334 (39.3)
	<b>Median</b>	<b>Mean (SD)</b>	<b>Range</b>
<b>Age (years)</b>	<b>22</b>	<b>25.15 (7)</b>	<b>19 - 72</b>



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# Results

## Nursing program has a safety reporting system

Yes	660 (77.7%)
No	189 (22.3%)

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## Involved in a safety event

Yes	131 (15.4%)
No	718 (84.6%)

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## Reported a safety event

Yes	103 (12.1%)
No	746 (87.9%)

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# Overall JCAT-NE Scores

	Median	Mean (SD)	Range
<b>JCAT-NE Total Score</b>	127.4	127.4 (23.6)	42 - 182

- Students at the beginning of their nursing program had the highest JCAT-NE total score [M= 133.6 (20.52)]
- The lowest JCAT-NE total scores were reported by the students at the end of their program ([M= 122.22 (25.43)].



# Variable of Interest: Level of Coursework

- As students progressed through their nursing programs, their perceptions of just culture diminished as evidenced by lower JCAT-NE total scores.

Kruskal-Wallis test  
 $\chi^2(2) = 25.09, p = 0.000$

<u>Mean Rank</u> <u>Total Scores</u>	<u>Level of</u> <u>Coursework</u>
487.34	beginning
445.80	middle
375.76	end

- Beginning students indicate significantly higher agreement with:
  - Nursing faculty/ instructors respect suggestions from students.
  - Students can easily approach nursing faculty/ instructors with ideas and concerns.
  - Students are **NOT** usually blamed when involved in a safety related event.



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# Variable of Interest: Age

- No difference in age by overall JCAT-NE scores
- Younger students were more likely to indicate agreement with
  - I trust nursing faculty/instructors to do the right thing.
  - I feel comfortable reporting a safety related event in which I was involved
  - The safety related event reporting system is easy to use.





# Variable of Interest: Type of Program

- Associate Degree programs scored significantly higher in overall JCAT-NE scores.
- Accelerated students reported significantly higher scores:
  - Students are usually **NOT** blamed when involved in a safety related event
  - Students **DO NOT** fear disciplinary action when involved in a safety related event.
  - I feel comfortable reporting about safety related events in which I was involved.



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# Discussion

- **First** multisite study to describe nursing student perceptions using a valid and reliable instrument (JCAT-NE).
- As students progressed through their program, perception of just culture diminished
  - Evolving awareness of just culture
  - More interactions with healthcare providers other than instructors
- Although aspects of just culture are being implemented in nursing education, adoption by students is low.



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# Limitations

- Convenience sample
- Limited generalizability
- Only quantitative methodology



# Implications for Nurse Educators

**CALL TO ACTION**

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INSTITUTE  
*Quality and safety education for nurses*

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# Future Research



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