Nurse managers (NM) are ideally situated within an organization to influence implementation and use of evidence-based practices (EBP). However, few studies have examined the role of NMs in promoting EBP and no instruments are available to measure NM EBP competencies. To explicate the relationship among the role of NMs, the practice culture that fosters application of evidence, and patient outcomes, it is imperative that a valid and reliable instrument to measure NM EBP competencies is developed for use in future research.

To develop a reliable and valid tool to measure competencies of nurse managers regarding EBP, the following methods were employed:

**Methods**

- Premised on the PARIHS context domain and prior research, 16-items on a Likert response scale (1= not competent; 2= somewhat competent; 3= fully competent; 4= expertly competent) were developed.
- 130 inpatient and ambulatory NMs from one academic medical center and two community hospitals were invited to participate.

Instruments were developed based on an extensive review of literature, and a brief, psychometrically sound measure of NM EBP competency was created. Cronbach's alpha for the entire scale was .95. Exploratory factor analysis (EFA) resulted in a 16-item scale with two subscales based on Eigenvalues >1, EBP Knowledge (n= 6 items, α=.90) and EBP Activity (n= 10 items, α=.94). Cronbach’s alpha for the entire scale was .95. The Nurse Manager EBP Competency Scale is a brief, psychometrically sound measure of NM EBP competency. As the first measure of this context element, the scale can enhance our understanding in future studies regarding how NM EBP competency affects EBP implementation.

**RESULTS**

Reliability analyses were conducted to evaluate both the scale's internal consistency and reliability. Cronbach's alpha for the total scale was .95 and exceeded .90 for both subscales, indicating a high level of internal consistency and reliability. The scale was designed to identify three primary competencies of nurse managers: knowledge of evidence-based practice (EBP Knowledge), participation in evidence-based practice (EBP Activity), and education and training in EBP (EBP Education).

**DATA ANALYSES**

- Exploratory factor analysis (EFA) with Varimax rotation was used for principle components analysis and to evaluate validity.
- Cronbach’s alpha was used to evaluate reliability of the total scale and subscales identified in EFA.

**SUMMARY AND CONCLUSIONS**

- 83 nurse managers completed the scale resulting in a 63.8% overall response rate.
- EFA resulted in a 16-item scale with two subscales based on Eigenvalues >1, EBP Knowledge (n= 6 items, α=.90) and EBP Activity (n= 10 items, α=.94).
- Cronbach’s alpha for the entire scale was .95.
- The Nurse Manager EBP Competency Scale is a brief, psychometrically sound measure of NM EBP competency.
- As the first measure of this context element, the scale can enhance our understanding in future studies regarding how NM EBP competency affects EBP implementation.

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