Transform Your Shared Governance Council: Measure Its Health!

an organizational innovation that formally legitimizes nurses’ decision-making control over professional practice and extends their influence to administrative areas previously controlled only by managers.

SHARED GOVERNANCE

Shared Governance as Innovation
Index of Professional Nursing Governance (IPNG)

- **430 Staff Nurses Only**
- **344 Primarily Staff Nurses With Some Nursing Management/Administration Input**
- **288 Equally Shared By Staff Nurses and Nursing Management/Administration**
- **172 Primarily Nursing Management/Administration With Some Staff Nurse Input**
- **86 Nursing Management/Administration Only**

What the IPNG Measures

- Control Over Personnel
- Access to Information
- Influence Over Organizational Resources
- Ability to Participate
- Control Over Professional Practice
- Influence Goals and Resolve Conflict

Ability to Participate Subscale, IPNG

Who creates & participates in council structures that make SG-related decisions

- Division-wide
- Unit-based
- Interprofessional
And a new survey was born...

Lack of relevant measurement tool

Created a team with expertise in:
- Content (shared governance and councils)
- Shared governance implementation
- Council facilitation
- Shared governance research
Designing the New Survey

Subscales (Donabedian, 1988)
• Structure
• Process
• Outcomes

Number of Items
Rating Scale
Purpose of psychometric testing
IRB Exemption

So You Want to Make a Survey...

Phase I: Summer 2015
Content Validity by a panel of experts

Phase II: Fall 2015-
Spring 2016
Small pilot for clarity and ease of use

Phase III: Summer and Fall 2016
Larger pilot for internal consistency validity and test-retest reliability

Phase IV: Spring 2017
Factor Analysis for validity and parsimony

Acknowledgements

Phase I – Content Experts:
• Susan R Allen, PhD, RN-BC, Cincinnati Children's Hospital Medical Center
• Isis Chesko, BSN, Cincinnati Children's Hospital Medical Center
• Lynn E. Devich, MSN, MEA, RN, ACNS-BC, Hendricks Regional Health
• Jane Garry BSN, RN, CPWK, Cincinnati Children’s Hospital Medical Center
• Anita Gizard, DNP, RN, CNL, CPHQ, Stanford Healthare
• Nicole L. Knecllin, BSN, RNII, CPN, Cincinnati Children's Hospital Medical Center
• Jennifer Knopf Muszko, MA, Cincinnati Children's Hospital Medical Center
• Kelly Lynne Nicholson, MS, MPH RN BC, MidShore Hospital
• Deanna L. Reising, PDAI RN, ACNS-BC, FNP, ANEF, Indiana University Health System
• Jeanine M Rundquist, DNP, RN, NEA-BC, Children’s Hospital Colorado
• Colleen O’Brien Smith, MSN, RN, NEA-BC, Nursing Consulting Partners
• Nora Tashjian, RN, MSN, CCNS, LUMC-RH, Beirut, Lebanon
• Norine Watson, MSN, RN, NEA-BC, Nemours/Alfred I. duPont Hospital for Children
• Susan Winslow, DNP, RN, NEA-BC, Sentara Healthcare

Reference:
Acknowledgements

Phase II:
- Vanderbilt Hospital
- Children's Hospital Colorado

Phase III:
- Indiana University (IU) Health
- Mercy Medical Center
- Sarasota Memorial HealthCare System

Acknowledgements
Phase IV Participating Organizations:
- Multiple VA facilities
- Albert Einstein Hospital
- Bayshore Community Hospital
- Carolina Health System
- Henry Ford Health System
- Indiana University (IU) Health
- Jersey Shore University Medical Center
- Johns Hopkins
- Jupiter Medical Center
- MedStar
- Meridian Health
- Ocean Medical Center
- Our Lady of Lourdes Health System
- Prince George's Hospital Center
- Rancho Bay Medical Center
- River View Medical Center
- Salinas Valley Healthcare System
- Sinai Hospital
- University of MD Medical Center
- William Beaumont Health System

Shared Governance Council Function Survey
Final Subscales and Examples of Questions

Subscale 1: Structure (3 questions; Stem: Our council has..."")
- Charter/bylaws that define its work.
- Charter/bylaws that describe expectations of council members.
- Charter/bylaws that define its membership.

Subscale 2: Activities (17 questions; Stem: Our council has..."")
- Management leadership team that is engaged in our council work.
- Are engaged during the meetings.
- Makes meaningful decisions.

Subscale 3: Membership (8 questions; Stem: Our council has..."")
- Formal education or training for new council members/leaders.
- Processes for selecting and deselecting council members.
- Assess each other's participation in the council.
Summary of Group Results

Shared Governance Council Function Survey

And the winner is...

To obtain permission to use the instrument, email info@sharedgovernance.org

OR

Call Bob Hess: (610) 805-8635