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Mercy Medical Center  
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### Transform Your Shared Governance Council: Measure Its Health!



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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



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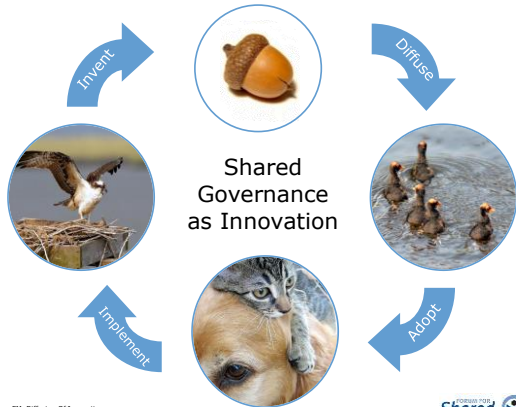
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Rogers EM. Diffusion Of Innovations.



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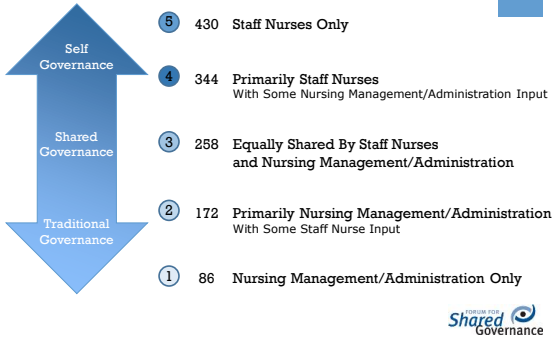
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## Index of Professional Nursing Governance (IPNG)




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## + 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




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## + Ability to Participate Subscale, IPNG



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

Who creates and participates in SG-related committees that are either

- Division-wide
- Unit-based
- Interprofessional




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Councils,  
The Heart of Shared  
Governance




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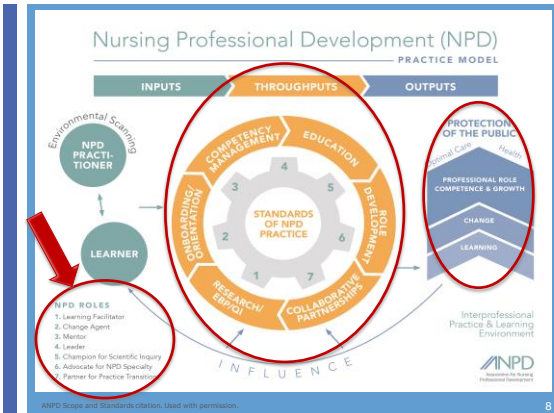
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And a new survey  
was born...

Lack of relevant  
measurement tool  
Created a team with  
expertise in:

- Content (shared governance and councils)
- Shared governance implementation
- Council facilitation
- Shared governance research




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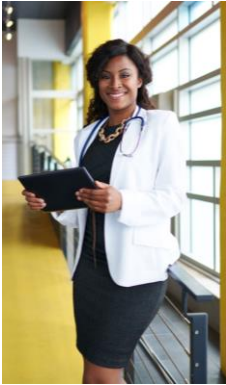
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### Designing the New Survey

Subscales (Donabedian, 1988)

- Structure
- Process
- + - Outcomes

Number of Items

Rating Scale

Purpose of psychometric testing

IRB Exemption

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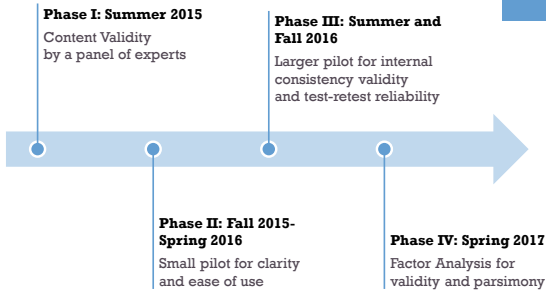
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Reference: Donabedian, A. (1988). The quality of care: How can it be assessed? JAMA, 260(12), 1743-8.



### + So You Want to Make a Survey...

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### + Acknowledgements

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- Phase I – Content Experts:
  - Susan R Allen, PhD, RN-BC, Cincinnati Children's Hospital Medical Center
  - Isis Chesko, RPH, Cincinnati Children's Hospital Medical Center
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  - Susan Winslow, DNP, RN, NEA-BC, Sentara Healthcare

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## + Acknowledgements

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- Phase II:
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  - Children's Hospital Colorado
  
- Phase III:
  - Indiana University (IU) Health
  - Mercy Medical Center
  - Sarasota Memorial HealthCare System




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## + Acknowledgements

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### Phase IV Participating Organizations:

- Multiple VA facilities
- Albert Einstein Hospital
- Bayshore Community Hospital
- Carilion Health System
- Henry Ford Health System
- Indiana University (IU) Health
- Jersey Shore University Medical Center
- Johns Hopkins
- Jupiter Medical Center
- MedStar
- Mercy Medical Center
- Meridian Health
- Ocean Medical Center
- Our Lady of Lourdes Health System
- Prince George's Hospital Center
- Raritan Bay Medical Center
- Riverview Medical Center
- Salinas Valley Healthcare System
- Sentara
- Sinai Hospital
- University of MD Medical Center
- William Beaumont Health System




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## + Shared Governance Council Function Survey

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### 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** (5 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.




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# + Summary of Group Results

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**Shared Governance Council Function Survey (7/2017)**

**Survey Description and Basic Information**

You are eligible to participate in this survey if you are a member of a shared governance council. This purpose of this survey is to assess the way your council functions. Your participation is completely voluntary, confidential, and is expected to take you around 10 minutes to complete all of the questions. Your individual responses will be used by the survey development team to help refine the questions. A summary of the responses from your organization could be made available to you and your team if there are at least five participants (so we can protect anonymity).

Importantly, please complete this survey with one single council in mind. If you are a member of multiple councils, please select just one as you answer these questions.

**1. Describe the membership of your council (select all that apply):**

RN

LPN

CNA

Physicians

Rehab Therapists

Respiratory Therapists

Pharmacists

Other (please specify):

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# + Shared Governance Council Function Survey

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- And the winner is...
  - To obtain permission to use the instrument, email [info@sharedgovernance.org](mailto:info@sharedgovernance.org)
- OR
- Call Bob Hess: (610) 805-8635




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