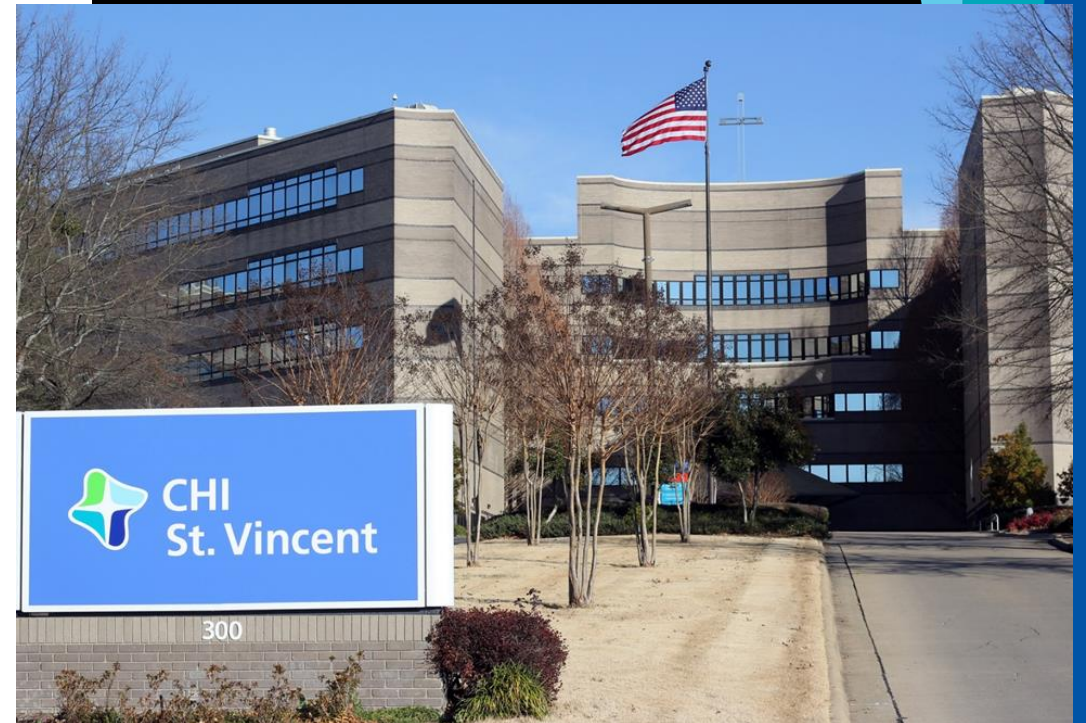


June 1, 2023

# The Effect of a Shared Governance Model on Professional Control and Governance

Presented by Allison Fitts, RN, CMSRN  
Clinical Nurse  
4 West

June 1, 2023



# Study Overview

- Catholic Health Initiatives St. Vincent Hot Springs (CHI SVHS) implemented an interprofessional shared governance model in 2017.
  - This is best practice for creating a healthy work environment for nurses and other healthcare professionals in the acute care setting.
- As the hospital continues to strive toward excellence, the goal is to continually increase professional control and governance of the clinical employees.

# Research Team

- Angie Longing, MHSM, BSN, RN, NE-BC (Principal Investigator)
- Laura McAnally, BSN, RN, RN-BC (Site Investigator)
- Allison Fitts, RN, CMSRN (Co-I)
- Teresa Lambert, MBA, BSN, RN (Co-I)
- C.J. Newton, MSN, RN, NE-BC (Co-I)
- Pamela Ashcraft, PhD, RN, PHCNS-BC (Co-I)

# Study Aim

The purpose of the study for this site was to explore employee perceptions of professional governance and revise the shared governance model, if needed, by examining the results to increase clinical employee perception of professional control and governance.

# Study Design

The study used a longitudinal, quasi-experimental design using the *Professional Governance 3.0* (IPG) survey tool (Hess, 2017) to measure professional governance on a continuum range from traditional governance to self-governance.

The research questions for this study included:

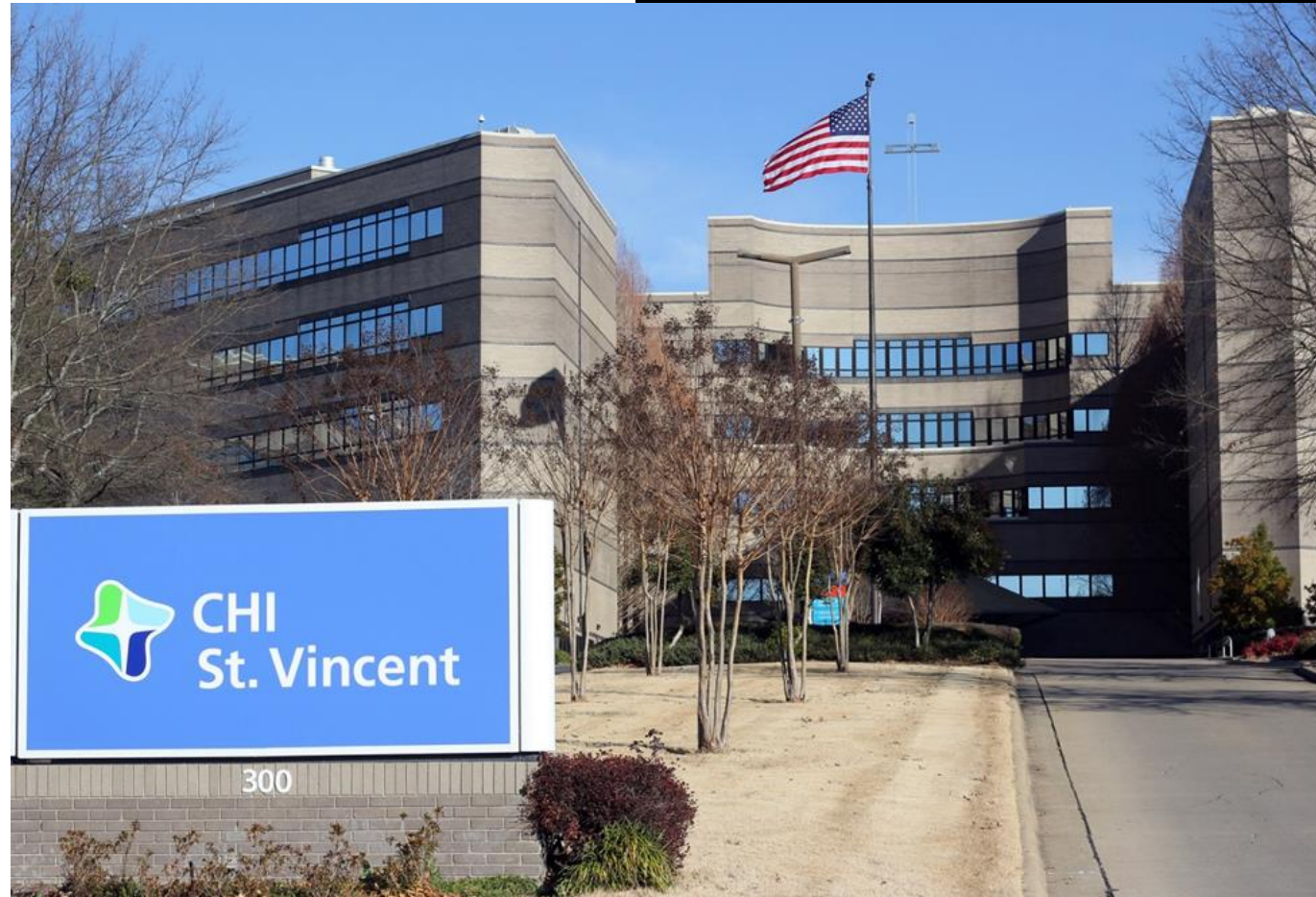
- What is the perception of governance in employees over 10 years?
- What is the perception of governance according to the governance outlined in the Index of Professional Governance (Hess, 2017)?
- How do the six dimensions of governance vary over time?

# Sample Description

Employees at CHI SVHS that provide clinical care and nursing care, were invited to participate. If any data was received by participants who are not a part of the target population at CHI SVHS, their responses were

# Location of Study

The research study took place at CHI St. Vincent Hot Springs.





# Study Procedures

All clinical employees were invited to participate. An email was sent to all clinical employees using their CommonSpirit account. Follow-up reminders were sent as needed to encourage increased participation. In addition, investigators and nurse leaders encouraged participation through flyers/announcements in governance council meetings, staff meetings, and nursing units.

The survey was available for a period of 6 weeks.

CHI SVHS had 190 employees complete the survey, a 21% participation rate.



# Results

Overall

Traditional Governance  
50 – 100

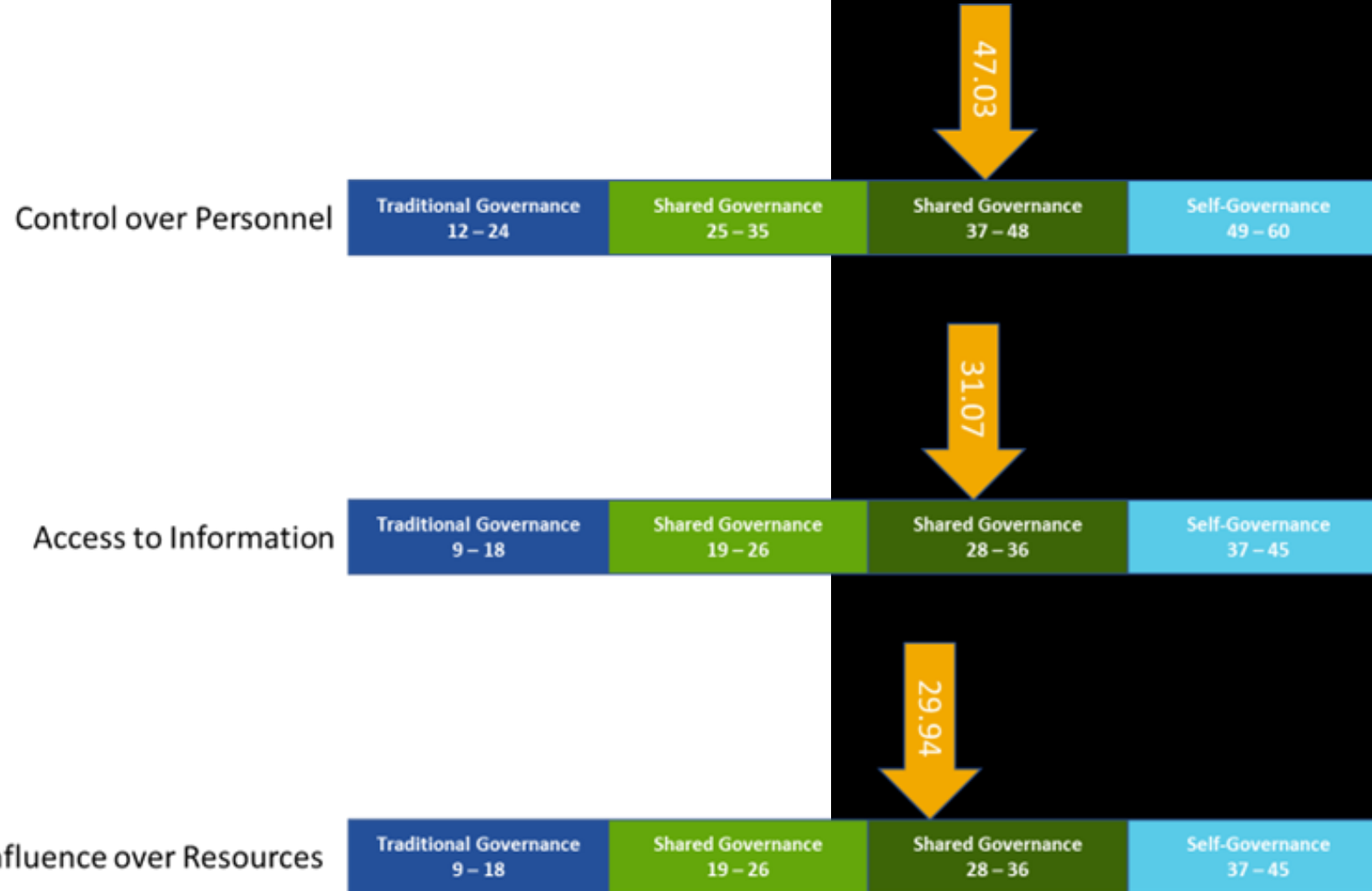
Shared Governance  
101 – 149

Shared Governance  
151 – 200

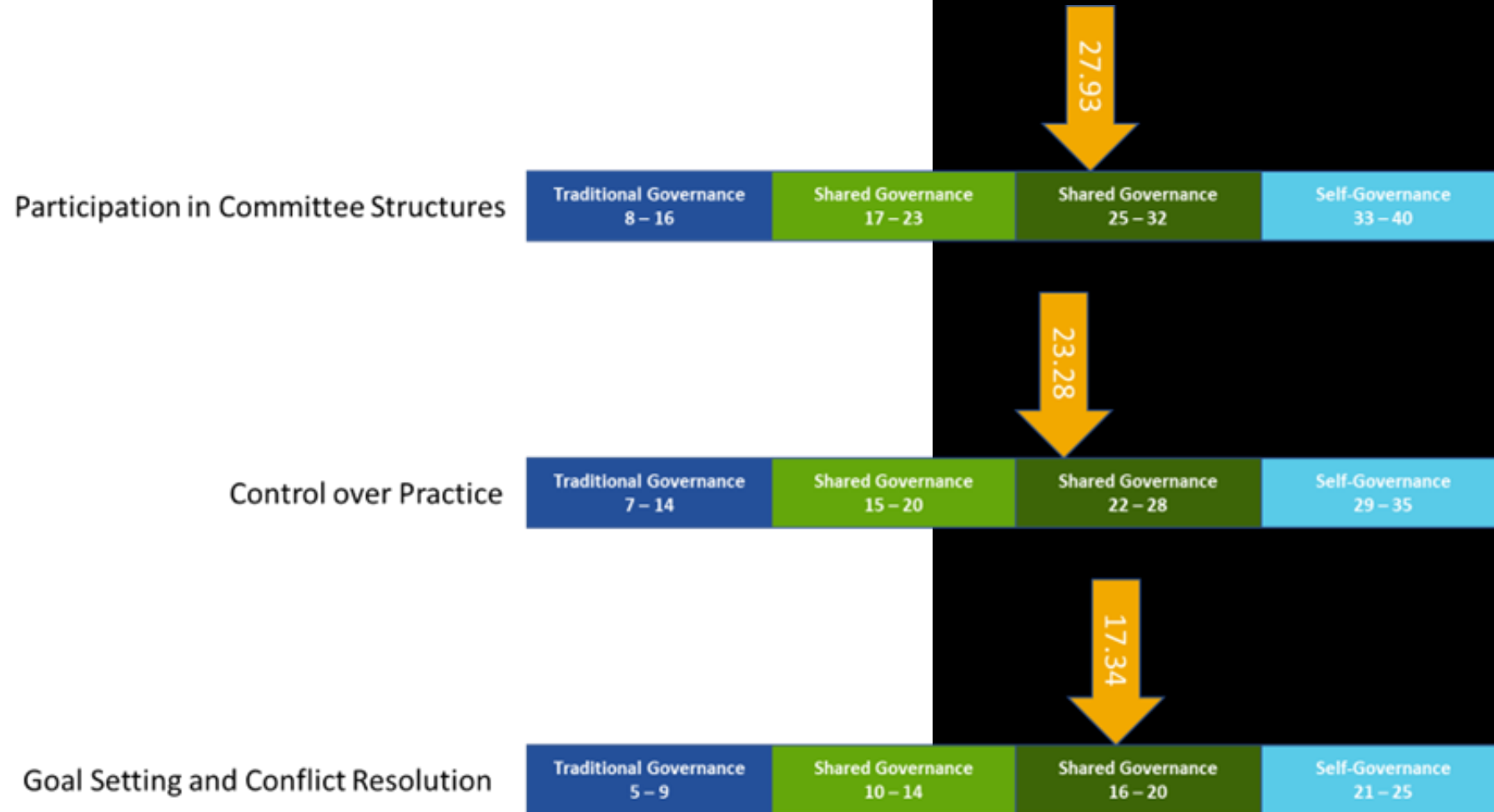
Self-Governance  
201 – 250

177.74

# Results (con't)



# Results (con't)



# Discussion

CHI SVHS falls into the Shared Governance domain categories - Overall, Personnel, Information, Research, Participation, Practice, and Goals.

While CHI SVHS scored very high in these categories, we will continue to be to get as many employees involved and share their ideas in decision making whenever possible. This is the best practice for creating a healthy work environment for nurses and other healthcare professionals in this setting.

CHI SVHS will continue to monitor the employee engagement on shared governance and for any opportunities to get employees to get their voices heard.

# Questions?

