

## PROFESSIONAL NURSING GOVERNANCE 3.0

*Please provide the following information. The information you provide is IMPORTANT.  
Please be sure to complete ALL questions. Remember, confidentiality will be maintained at all times.*

**Today's Date:**

1. Sex:  Male  Female

2. Age:

3. Please indicate your BASIC nursing educational preparation:

- Nursing Diploma
- Associate Degree in Nursing
- Baccalaureate Degree in Nursing

4. Please indicate the HIGHEST educational degree that you have attained at this point in time:

- Nursing Diploma
- Associate Degree in Nursing
- Baccalaureate Degree in Nursing
- Master's Degree in Nursing, Specialty
- Master's Degree, Non-nursing
- Doctorate, Nursing
- Doctorate, Non-nursing

5. Employment Status:

- Full-time, 36-40 hours per week
- Part-time, less than 36 hours per week  
specify number of hours/week):

6. Please specify the number of years that you have been practicing nursing:

7. Please indicate the title of your present position:

8. Please indicate the type of nursing unit that you work on:

- Medical
- Surgical
- Critical Care
- Operating Room
- Recovery Room
- Emergency Room
- Clinic
- Maternity
- Pediatrics
- Psychiatry
- Education
- Quality Management
- Outside Nursing
- Other (please specify):

9. Please specify the number of years you have worked in this institution:

10. Please specify the number of years you have been in this present position:

11. Have you received any specialty certifications from professional organizations?  Yes  No

If YES, please specify the type of certification and year received:

12. Please rate your overall satisfaction with your professional practice within the organization  
(1 = lowest, 5 = highest)                      1   2   3   4   5

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## PROFESSIONAL NURSING GOVERNANCE 3.0

### PART I

*In your organization, please circle the group that CONTROLS the following areas:*

- 1 = Nursing management/administration only**
- 2 = Primarily nursing management/administration with some staff nurse input**
- 3 = Equally shared by staff nurses and nursing management/administration**
- 4 = Primarily staff nurses with some nursing management/administration input**
- 5 = Staff nurses only**

1. Determining what nurses can do at the bedside.	1	2	3	4	5
2. Developing and evaluating policies, procedures and protocols related to patient care.	1	2	3	4	5
3. Establishing levels of qualifications for nursing positions.	1	2	3	4	5
4. Determining activities of ancillary nursing personnel (assistants, technicians, secretaries).	1	2	3	4	5
5. Conducting disciplinary action of nursing personnel.	1	2	3	4	5
6. Assessing and providing for the professional/educational development of the nursing staff.	1	2	3	4	5
7. Selecting products used in nursing care.	1	2	3	4	5
8. Determining models of nursing care delivery (e.g. primary, team).	1	2	3	4	5

### PART II

*In your organization, please circle the group that influences the following activities:*

- 1 = Nursing management/administration only**
- 2 = Primarily nursing management/administration with some staff nurse input**
- 3 = Equally shared by staff nurses and nursing management/administration**
- 4 = Primarily staff nurses with some nursing management/administration input**
- 5 = Staff nurses only**

9. Making daily patient care assignments for nursing personnel.	1	2	3	4	5
10. Regulating the flow of patient admissions, transfers, and discharges.	1	2	3	4	5
11. Formulating annual unit budgets for personnel, supplies, equipment and education.	1	2	3	4	5
12. Recommending nursing salaries, raises and benefits.	1	2	3	4	5
13. Consulting and enlisting the support of nursing services outside of the unit (e.g., clinical experts such as psychiatric or wound care specialists, diabetic educators).	1	2	3	4	5
14. Consulting and enlisting the support of services outside of nursing (e.g., dietary, social service, pharmacy, human resources, finance).	1	2	3	4	5
15. Creating new clinical positions.	1	2	3	4	5
16. Creating new administrative or support positions.	1	2	3	4	5

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### PART III

*According to the following indicators in your organization, please circle which group has OFFICIAL AUTHORITY (i.e. authority granted and recognized by the organization) over the following areas that control practice and influence the resources that support it:*

- 1 = Nursing management/administration only**  
**2 = Primarily nursing management/administration with some staff nurse input**  
**3 = Equally shared by staff nurses and nursing management/administration**  
**4 = Primarily staff nurses with some nursing management/administration input**  
**5 = Staff nurses only**

17. Mandatory RN credentialing levels (licensure, education, certifications) for hiring, continued employment, promotions and raises.	1	2	3	4	5
18. Organizational charts that show job titles and who reports to whom.	1	2	3	4	5
19. Written guidelines for disciplining nursing personnel.	1	2	3	4	5
20. Procedures for hiring and transferring nursing personnel.	1	2	3	4	5
21. Policies regulating promotion of nursing personnel to management and leadership positions.	1	2	3	4	5
22. Procedures for determining daily patient care assignments.	1	2	3	4	5
23. Daily methods for monitoring and obtaining supplies for nursing care and support functions.	1	2	3	4	5
24. Procedures for controlling the flow of patient admissions, transfers and discharges.	1	2	3	4	5
25. Process for recommending and formulating annual unit budgets for personnel, supplies, major equipment and education.	1	2	3	4	5
26. Procedures for adjusting nursing salaries, raises and benefits.	1	2	3	4	5
27. Formal mechanisms for consulting and enlisting the support of nursing services outside of the unit (e.g., clinical experts such as psychiatric or wound care specialists, diabetic educators).	1	2	3	4	5
28. Formal mechanisms for consulting and enlisting the support of services outside of nursing. (e.g., dietary, social service, pharmacy, human resources, finance).	1	2	3	4	5

### PART IV

*In your hospital, please circle the group that PARTICIPATES in the following activities:*

- 1 = Nursing management/administration only**  
**2 = Primarily nursing management/administration with some staff nurse input**  
**3 = Equally shared by staff nurses and nursing management/administration**  
**4 = Primarily staff nurses with some nursing management/administration input**  
**5 = Staff nurses only**

29. Participation in unit committees for administrative matters, such as staffing, scheduling and budgeting.	1	2	3	4	5
30. Participation in nursing departmental committees for administrative matters such as staffing, scheduling, and budgeting.	1	2	3	4	5
31. Participation in interprofessional committees (physicians, other healthcare professions and departments) for collaborative practice.	1	2	3	4	5
32. Participation in hospital administration committees for matters such as employee benefits and strategic planning.	1	2	3	4	5
33. Forming new unit committees.	1	2	3	4	5
34. Forming new nursing departmental committees.	1	2	3	4	5
35. Forming new interprofessional committees.	1	2	3	4	5
36. Forming new administration committees for the organization.	1	2	3	4	5

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### PART V

*In your organization, please circle the group that has Access to information about the following activities:*

- 1 = Nursing management/administration only**
- 2 = Primarily nursing management/administration with some staff nurse input**
- 3 = Equally shared by staff nurses and nursing management/administration**
- 4 = Primarily staff nurses with some nursing management/administration input**
- 5 = Staff nurses only**

37. Compliance of nursing practice with requirements of surveying agencies (The Joint Commission, state and federal government, professional groups).	1	2	3	4	5
38. Unit and nursing departmental goals and objectives for this year.	1	2	3	4	5
39. Organization's strategic plans for the next few years.	1	2	3	4	5
40. Results of patient satisfaction surveys.	1	2	3	4	5
41. Physician/nurse satisfaction with their collaborative practice.	1	2	3	4	5
42. Current status of nurse turnover and vacancies in the organization.	1	2	3	4	5
43. Nurses' satisfaction with their general practice.	1	2	3	4	5
44. Nurses' satisfaction with their salaries and benefits.	1	2	3	4	5
45. Management's opinion of the quality of bedside nursing practice.	1	2	3	4	5

### PART VI

*In your hospital, please circle the group that has the ABILITY to:*

- 1 = Nursing management/administration only**
- 2 = Primarily nursing management/administration with some staff nurse input**
- 3 = Equally shared by staff nurses and nursing management/administration**
- 4 = Primarily staff nurses with some nursing management/administration input**
- 5 = Staff nurses only**

46. Negotiate solutions to conflicts among professional nurses.	1	2	3	4	5
47. Negotiate solutions to conflicts between professional nurses and physicians.	1	2	3	4	5
48. Negotiate solutions to conflicts between professional nurses and other healthcare services (respiratory, dietary, etc.).	1	2	3	4	5
49. Negotiate solutions to conflicts between professional nurses and nursing management.	1	2	3	4	5
50. Negotiate solutions to conflicts between professional nurses and the organization's administration.	1	2	3	4	5