

Shared Governance at Riverview Medical Center

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Shared governance is a nursing management model that gives staff nurses control over their professional practice, while extending their influence over the resources that support it.

**Keep Calm
And
Carry
Shared
Governance
On**

Methodology

The purpose of this study was to assess and compare nursing shared governance in 2017 and 2020 at Riverview Medical Center, and in 2020 to examine the relationship between nursing shared governance and job satisfaction. In this descriptive correlational study, nurses responded to a survey regarding:

- Index for Professional Nursing Governance (IPNG) 50-item survey
- Job Satisfaction
- Demographic Data

Limitation

In 2020, the response rate was lower because nurses were invited to complete this survey from January 29, 2020 to April 21, 2020 which was during the COVID-19 pandemic.



Results

In 2017 and 2020, overall, nurses at Riverview Medical Center perceived that nursing governance was within the shared governance range; that is, governance was shared between staff and administration/management. The nurse participants were satisfied in their current RN position with a mean score of 7.68 (1=Not at all satisfied; 10=Very satisfied). Additionally, nurses with high job satisfaction scores had higher total governance scores ($r = 0.352, p < 0.01$).

	2017 (n = 124)	2020 (n = 60)
Years RN	Mean (SD)	Mean (SD)
Years RN	23.66 (23)	3.83 (2.5)
Highest Degree in Nursing	n (%)	
RN Diploma	11 (9)	2 (3)
Associate Degree	37 (30)	17 (28)
Baccalaureate Degree	59 (48)	35 (58)
Masters Degree	14 (11)	6 (10)
Doctoral Degree	2 (2)	0 (0)
Job Title	n (%)	n (%)
Nurse Manager/ Assistant Nurse Manager/Coordinator/ Administrator		6 (10)
Clinical Nurse	88 (71)	51 (88)
Other/Missing	36 (29)	1 (1)

	2017 n = 124	2020 n = 58
IPNG 3.0		
Personnel	16.32	16.07
Information	19.64*	19.24*
Resources	25.93*	24.34*
Participation	15.79	16.55
Practice	16.56*	14.62
Goals	10.44*	11.76*
Total Governance	104.68*	102.71*

*Score within shared governance range

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