ETHICAL LEADERSHIP AMONG NURSE MANAGERS
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ABSTRACT

The purpose of this study was to investigate the impact of a 2-hour ethics education session for nurse managers on ethical sensitivity and ethical awareness.

METHODS

A quantitative study design was used to measure pre-intervention nursing values and ethical knowledge and post-intervention ethical knowledge among nurse managers. Professional nursing education with 2-hour contact hours was provided to the nurse managers based on the 9 provisions of the Code of Ethics for Nurses (ANA, 2015). Pre-education participants completed the Nurses Professional Values Scale – B., Code of Ethics Perception Assessment (pre- and post-education), Evaluation and Follow-Up Survey, and demographic data. Independent sample t-tests (or discrete non-normal data distribution) were calculated on individual items scores of pre- and post-intervention Code of Ethics Perception Assessment.

RESULTS

Results: The project included two groups of nurse managers from two hospitals in the southwest United States. Organizational support was obtained from both facilities prior to the implementation of the project. The years of management experience among both groups ranged between one and twenty years. The setting for Group One was an acute care facility in a rural setting. The adult hospital is a faith-based, non-profit, organization and regional referral center. The 325-bed acute care facility treats adult and pediatric patient populations in the community. The setting for Group Two was a 629-bed pediatric medical center offering professional and specialty services to the pediatric population within an urban metropolis and outlying rural communities.

Initially, thirteen nurse managers from Group One and twenty nurse managers from Group Two consented to participate in the DNP Project. Nine nurse managers from Group One and twelve from Group Two completed full participation. Quantitative analysis of the 25 surveys was conducted. T-tests were run on the pre and post-CODE of Ethics Importance Perception Assessment Tool (IEPA). The p-value was significant at the 001 level. There was no significant effect on the IEPA by the number of years as a manager. Participants qualitative responses from nurse managers reported 75% believed the program enhanced ethical awareness, 15% believed the program complemented enhanced ethical awareness and 10% reported the education did not enhance their ethical awareness due to recent graduate education on ethics and previous knowledge.

Conclusions: The goal of this study was to increase ethical sensitivity for consistent standards of ethical practice among nurse managers. The aims were to:

- Assess the professional and personal values among nurse managers pre- and post 2-hour ethics education session.
- Increase awareness of the ethical sensitivity among Nurse Managers through the application of the 2015 Code of Ethics for Nurses to nursing practice of nurse leaders.
- Evaluate the impact of the 2-hour ethics education session on the ethical sensitivity and awareness of nurse managers.

OBJECTIVES

1. Assess the professional and personal values among nurse managers pre and post 2-hour ethics education session.
2. Increase awareness of the ethical sensitivity among Nurse Managers through the application of the 2015 Code of Ethics for Nurses to nursing practice of nurse leaders.
3. Evaluate the impact of the 2-hour ethics education session on the ethical sensitivity and awareness of nurse managers.

CONCLUSIONS

The purpose of this study was to investigate the impact of a 2-hour ethics education session for nurse managers on ethical sensitivity and ethical awareness.

REFERENCES

1. american nurses association. (2015). code of ethics for nurses with interpretive statements. silver spring, md: nursesbooks.org

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Based on the document provided, here is the plain text representation:

The title of the document is "Ethical Leadership Among Nurse Managers" by Janice Milligan, DNP, RN-BC, CLNC from Oklahoma City University. The document discusses a study that aimed to investigate the impact of a 2-hour ethics education session for nurse managers on ethical sensitivity and ethical awareness. The study involved two groups of nurse managers from different hospitals in the southwest United States. The results showed that the education did not have a significant effect on the Ethical Importance Perception Assessment Tool (IEPA) by the number of years as a manager. However, participants reported 75% believed the program enhanced ethical awareness, 15% believed the program complemented enhanced ethical awareness, and 10% reported that the education did not enhance their ethical awareness due to recent graduate education on ethics and previous knowledge.

The objectives of the study were:

1. Assess the professional and personal values among nurse managers pre and post 2-hour ethics education session.
2. Increase awareness of the ethical sensitivity among Nurse Managers through the application of the 2015 Code of Ethics for Nurses to nursing practice of nurse leaders.
3. Evaluate the impact of the 2-hour ethics education session on the ethical sensitivity and awareness of nurse managers.

The study's conclusions highlight the need for further research on ethical leadership among nurse managers and the importance of ongoing ethical education to enhance ethical awareness and sensitivity in the workplace.