

2022 Canadian Doctoral Nursing Network Conference

Abstract Submission

Title of Abstract: Examining Leadership in Long-Term Care: Structures and Processes to Support the Doctor of Nursing Role

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Stage of Doctoral Program: Student; thesis proposal development stage

Abstract:

The Director of Nursing (DON) in long-term care has an important role in the planning, organizing, and directing of care for residents. As nurse leaders on the senior leadership team, DONs are central to the design of safe workforce practices and quality resident care in an environment that is increasingly complex and unpredictable. The research however demonstrates a disconnect between the required qualifications and expectations of the role, which if not matched lead to short tenures and vacancies in this critical position.

An integrative review was completed to establish a synthesis of current literature that describes structure and process related variables that support the Director of Nursing role in long-term care. Fifteen studies were included in the review with a preliminary eleven structures and four processes that were identified.

The intent of the Doctoral research is to build on the key themes and findings from the review and to develop an implementation plan for the recommendations in an Ontario context.

A qualitative descriptive design approach will be applied and semi-structured interviews will be completed with Directors of Nursing and other stakeholders that work in or support long-term care sector (e.g. Administrators, Owners/Operators of LTC homes, Ministry Delegates, and LTC Association Personnel) across the province to refine the and determine the feasibility of implementing the recommendations from the literature.

The interviews will be analyzed to meet three objectives: (1) to determine the relevance and appropriateness of the literature review findings; (2) to refine the evidence-based recommendations to ensure their feasibility and acceptability; and (3) to develop an implementation plan for the refined recommendation in an Ontario context with a focus on advancing policy and practice. Rogers Diffusion of Innovation is being considered as the guiding theory.