

Director of Nursing Research Study

Are you a long-term care director of nursing working in Colorado, Montana, North Dakota, South Dakota, Utah, or Wyoming? Are you interested in sharing your experience as director of nursing? Or do you know a Director of Nursing that would qualify for this study? If so, please review or share the study details described below. Thank you!



The purpose of this study is to determine if there is a difference between the levels of **affective organizational commitment** and **intent to stay** in **directors of nursing of skilled nursing or intermediate care facilities** with high versus low levels of **role conflict** and **role ambiguity**.

My name is Amy Thiesse and I am a PhD Student at Walden University conducting research for my dissertation on director of nursing intent to stay. This study is not related to any official school or district programs.

You are eligible to participate in this study if you are a Registered Nurse who is:

- **Director of Nursing**, defined as the primary nurse leader having 24/7 accountability for operational and financial outcomes of nursing services and responsibility for the quality of care provided by the nursing department), in a skilled nursing or intermediate care facility in CMS Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming) for at least 3 months.

Results of the study may be helpful in understanding the directors of nursing complex environment and relationships fundamental to improving directors of nursing tenure and possibly improving nurse staffing and the quality of care provided to residents living in long-term care.

If you agree to this study:

- you will be asked to complete a survey with 47 questions that will take you about 15 minutes to complete. The questions include director of nursing demographic, environmental, and perceptions about roles and relationships.
- Your participation in this study is completely voluntary. You are free to accept or turn down the invitation to participate.
- You can complete the survey on any preferred device such as a computer, tablet, or mobile phone

You will be eligible to receive a \$5 gift card upon completion of the survey as a Thank You for your participation. This study is independent of any institution, institutional activities, and does not imply an obligation or expectation for you to participate.

The survey will be open beginning July 16, 2019.

The survey and informed consent can be located at the following link:

<https://www.surveymonkey.com/r/DONIntentToStay>

Please email Amy Thiesse if you have any questions

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The Institutional Review Board (IRB) at Walden University has approved this study.

Study # **07-10-19-0349986** Expires **July 9, 2020**.