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Mattia J Gilmartin

New York University, USA

Variations in Clinical Nurse Leaders®' confidence with performing the core role functions

Clinical Nurse Leader (CNL) practice, by definition, requires individuals to make career transitions. CNLs must adjust to their new work role and responsibilities and doing so also entails individual adjustment. Prior work, has not examined the role of individual-level factors in effective CNL role transition. This study contributes to CNL implementation efforts by developing, understanding of personal and contextual factors that explain variation in individuals' levels of self-confidence with performing the key functions of the CNL role. Data were gathered using a cross-sectional survey from a national sample of RNs certified as CNLs. Respondents' perceptions of their confidence in performing CNL role competencies were measured with the Clinical Nurse Leader Self-Efficacy Scale (CNLSES). The CNLSES is a 35 item state-specific self-efficacy scale with established measurement properties that assesses nurses' perceptions of their ability to function effectively as a CNL. Demographic data were also collected. Data were analyzed using a general linear regression model. One hundred and forty-seven certified CNLs participated in the survey. Results indicate that respondents vary in their confidence with performing the 9 role competencies associated with CNL practice. Results also showed that respondents' confidence in their abilities to carry out the core functions associated with the CNL role varied significantly across geographic region, organizational type and by CNL graduate program model. The results of this study show important differences in CNLs' levels of self-confidence with the core competencies of their role. It may be important to develop targeted career transition interventions to gain the full benefit of CNL practice.

Biography

Mattia J Gilmartin is a Senior Research Scientist and the Director for the Center for Continuing Education at the New York University (NYU) College of Nursing. Her research focuses on leadership, organizational change, innovation and value creation, and managerial effectiveness in health care organizations. She has published in leading nursing and health care management journals and serves on numerous editorial boards. She is a member of the Academy of Management and Health Care Management Division, where she was recently appointed as the Division Chair-elect. She was awarded with the University of Virginia's Raven Award. She holds a Doctoral degree from the University of Virginia, Bachelor's degree and a combined Master's in Nursing and Master's of Business Administration degree from the University of San Francisco.

mjg14@nyu.edu

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