Long Term Care Leadership Survey

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Background

- A previous study by Dr. Olson on effective leadership in LTC found that effective leadership and management are both necessary for an organization to be successful. A subsequent study done by Olson and Dr. Zwygart-Staufacher in Wisconsin and Minnesota showed the relationship with the facility Administrator plays a key role towards influencing the success of the DON.
- Additional literature supports that specifically the Administrator and DON have a significant impact on the success of an organization.

Initial survey development work

- We have developed an initial survey template for the survey to be used with all four of the professionals roles. The DON of Nursing will serve as the main contact for the mail survey delivered to each selected nursing facility.
- In the survey, key related aspects of leadership are focused on. These include facility-wide engagement, resident care, focus on the workforce, quality systems, personal and collaborative leadership, and financial and resource accountability
- Surveys have been pretested by the respective groups, additionally the ability of the respondents to give their perception of others have been tested.
- A sample of our initial survey is available to review.

Research Team

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Context

- Researchers have not yet measured how the critical long term care (LTC) health care leaders; the director of nursing, administrator, medical director, and pharmacy consultant feel about their own roles within the context of their own work and how they collaborate and work as a team. To date, limited research has been conducted on this topical area of leadership, especially in the field of long term health care. This study of Long Term Care Leadership Teams and Their Influence on Organizational Quality Outcomes is groundbreaking work that will have a national audience from both a practitioner and academic, field-specific perspective.

Purpose

- The main purpose of this study is to analyze how the quality and outcomes of the LTC facility is affected by how the four key leaders perceive their job role and work together as a team. Self-perception of their individual job roles and team perception is critical to the effective operation of the long-term care organization. In this national study, we will examine how much quality is enhanced when all the LTC leaders in a nursing facility understand and live up to their role as a leaders. Our results will also help evaluate if the quality of a long-term care facility will be improved when all four key leaders work together as a team collaboratively.

Conceptual Model

- The overall conceptual model for the study is described below and guides our three research objectives which are described in the next section of the proposal.

Endorsements & Funding

- The Long – Term Care Professional Leadership Council has officially endorsed this study. This organization represents the:
  - American College of Health Care Administrators;
  - American Medical Directors Association;
  - National Association of Directors of Nursing Administration; and
  - American Society of Consultant Pharmacists.
- We also have a commitment from each of them to have a representative serve on the study advisory council.
- We have recently submitted a grant proposal to a private foundation for their review and funding consideration.