

WHAT KEEPS YOU UP AT NIGHT? ETHICAL LANDSCAPE AND DECISION-MAKING IN NURSE LEADERS

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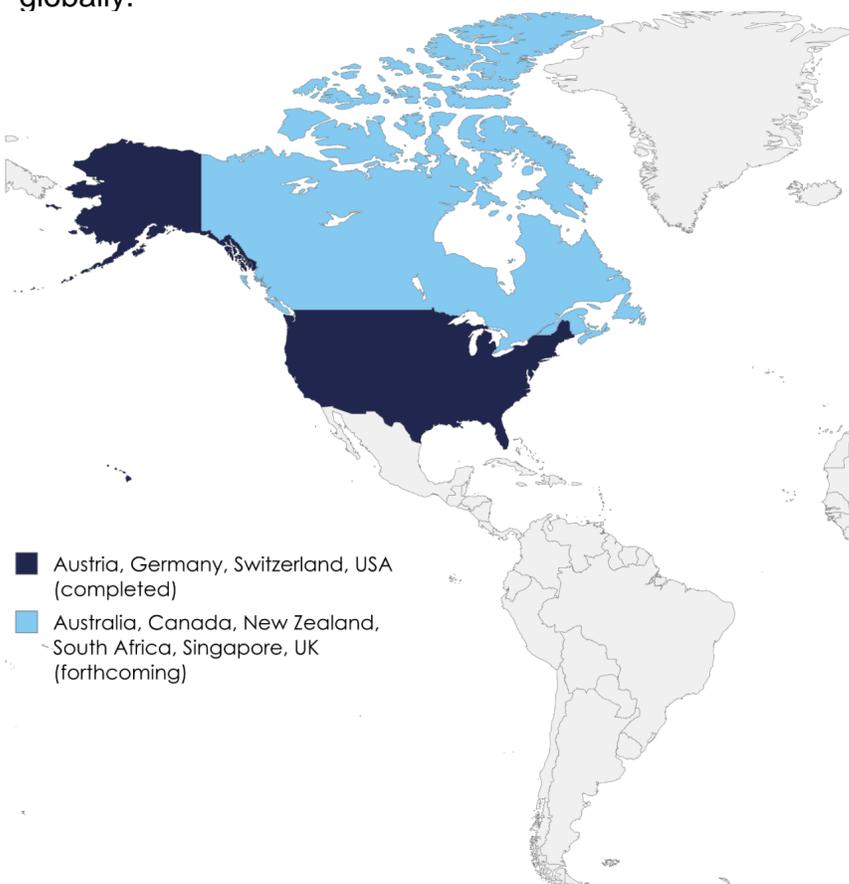
#TEAM: Margitta B. Beil-Hildebrand (*Principal Investigator*), Lorri Birkholz (*Senior Research Collaborator*), Kate Lutz (*Ph.D.-Candidate*), Patrick Kutschar (*Senior Research Fellow*)



#MISSION

We are an international research group focused on the ethical landscape nurse leaders navigate in contemporary health care systems. Our interdisciplinary team (Nursing, Nursing Science, Advanced Clinical Practice, Management and Leadership, Sociology) is composed of scholars and practitioners from North America and Europe, dedicated to investigating moral distress and ethical decision-making amongst nurse leaders across various cultural and systemic contexts.

Nurse leaders are challenged by ethical issues across healthcare settings. Our goal is to develop insights that enhance ethical competence and resilience within nursing leadership globally.



■ Austria, Germany, Switzerland, USA (completed)

■ Australia, Canada, New Zealand, South Africa, Singapore, UK (forthcoming)

World map: Ethical Decision Making in Nurse Leaders – A comparative, global perspective (colors indicate the collaborating nursing associations)

#FUTURE PERSPECTIVES

Understanding and comparing the ethical decision-making confidence and experiences related to distressing ethical situations enables nurse leaders and healthcare organisations to identify effective solutions and foster resilience, thereby mitigating moral distress across global contexts. Through ongoing comparative research, the research group continues to strengthen healthcare organisations, promote awareness, and reinforce international research collaborations. **#next project:** Ethical Decision-Making in Nurse Leaders – A comparative, global perspective (*work in progress*)

- Beil-Hildebrand, M.B., Sari Kundt, F., Kutschar, P. & Birkholz, L. (2024). What Keeps You Up at Night? Moral Distress in Nurse Leaders in the U.S., Germany, Austria, and Switzerland. *Leadership in Health Services*. 37(3) 377-393.
- Beil-Hildebrand, M.B. & Smith, H.B. (2022). Comparative Analysis of Advanced Practice Nursing: contextual and historical Influences in North American and German-speaking European countries. *Policy, Politics and Nursing Practice*, 23(3) 162-174.
- Birkholz L, Kutschar P, Kundt FS & Beil-Hildebrand M. (2022) Ethical decision-making confidence scale for nurse leaders: Psychometric evaluation. *Nursing Ethics*. 29(4) 988-1002.

#PROJECTS AND METHODS

- Ethnographic Revisit and study of corporate culture change**
In-depth study of changes in corporate culture, leadership, and institutional excellence within a hospital over a 17-year period.
- Cross-National Analysis of Moral Distress in Nurse Leaders**
Examination of key elements of moral distress identified by nurse leaders in the USA, Germany, Austria, and Switzerland.
- Psychometric Evaluation of the Ethical Decision-Making Confidence (EDMC) Scale**
To measure confidence levels in EDM amongst nurse leaders, facilitating cross-cultural and cross-systemic comparisons.
- EDM in Nurse Leaders – A comparative, global perspective**
To compare ethical decision-making amongst nurse leaders across continents in the US, Germany, Austria, Switzerland, UK, Canada, South Africa, Singapore, Australia, and New Zealand.

#cross-sectional online survey #qualtrics® #psychometrics #thematic analysis #cross-cultural comparative analysis #ethnographic research

#COLLABORATION

- Chatham University, Pittsburgh, USA
- International Council of Nurses (ICN) Global Board of Directors
- German Nursing Association
- Chair of Social Philosophy and Ethics in Health Care, UWH, DE



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