

Nursing & Shared Governance at Monmouth Medical Center

Creating and facilitating an environment that maximizes ownership and accountability.

Purpose of Shared Governance in Nursing

- Staff involvement in discussions and decisions which directly impact their work
- Open communication between nursing staff and leadership
- Increase nurse autonomy and accountability to provide the best patient care

Benefits of the Model

- Improved quality of care and clinical effectiveness
- Improved collaboration and teamwork
- Increased nursing satisfaction, personal, and professional growth
- Development of new knowledge and skills
- Increase professionalism and accountability

What is Shared Governance?

Shared Governance is a model of planning and decision-making based on the principles of partnership, equity, accountability, and ownership. This framework provides the basis for a collaborative decision-making process whereby interdisciplinary councils can communicate and work as teams toward the collective goals of the organization. In Patient Care Services, this model provides the framework for a decentralized reporting structure, which allows nurses of all levels to make decisions and promotes autonomy.

Our Mission

To engage all team members through empowerment, education, and collaboration to create a culture of high quality, evidence-based, cost-effective care for our community.

Our Vision

Developing a healthcare team that will take responsibility for achieving and sustaining excellent patient care outcomes and that will hold each other accountable for deliver of care that will exceed the expectation of the community we serve.

“Nursing creates the culture of the healthcare organization; if nurses don’t drive change, it won’t happen, and if nurses don’t change, it doesn’t matter who else does.”

*~Timothy Porter-O’Grady,
DM, EdD, APRN, FAAN*

Monmouth Medical Center's 2023 Shared Governance Structure

Professional Nursing Practice Council

Divisional Councils:

- Ambulatory Council
- Behavioral Health Council ★
- Critical Care Council
- Maternal Child Health Council
- Medical-Surgical Council
- Perioperative Council

Specialty Councils & Committees:

- Nursing Informatics Committee
- Nursing Research Committee
- Nursing Workplace Environment & Staffing Council (NWESC)
- Patient Care Management Council ★

Supporting Committees:

- Falls Committee ★
- Magnet Ambassador Committee
- Magnet Steering Committee

Unit-Based Professional Practice Councils ★

★ = Interprofessional membership

