

Assessing Attitudes Related to Older Adults

Take a TRIP: Your Passport to Quality Care
August 9, 2013

Leisa Kelly, MS, APRN-CNS, CEN

Susan Steele-Moses, DNS, APRN-CNS, AOCN

Donna Mullings, RN, BSN

Lisa Skemp, RN, PhD

Jennifer Beck, RN, PhD, CNE



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

Objectives

- State study purpose
- Describe Fraboni instrument
- Discuss results and recommendations



Introduction

- By 2030, people over the age of 65 are expected to comprise 19% of the population (Administration on Aging, 2013)
- Negative attitudes towards aging can be a substantial obstacle to healthcare delivery
- Positive attitudes toward older people and a knowledge of aging can promote quality care.



Purpose

The purpose of this research study was to assess the attitudes of the Our Lady of the Lake Hospital, Inc. (OLOL) Affiliate nursing staff towards managing the care of older adults.



Evidence Based Practice Recommendation

Before we can embark on educational interventions we must

- determine the attitudes and
- identify the behaviors

of our employees toward the older adult



Methods: Sample

- Eight Our Lady of the Lake Regional Medical Center (OLOLRMC) affiliated facilities participated
 - Two Nursing Homes
 - Ollie Steele Manor
 - St. Clare
 - Assumption Community Hospital
 - OLOL Physician Group
 - Senior Services
 - OLOL College
 - OLOL Hospital, Inc.



Methods: Instrument

- The *Fabroni Scale of Ageism* ($\alpha = 0.86$) was used to measure the employee's attitudes and behaviors toward the older adult.
- Three subscales:
 - Antilocation ($n = 10$; $r^2 = 0.77$ $\alpha=.76$; Range = 10-50)
 - Discrimination ($n = 9$; $r^2 = 0.72$; $\alpha=.65$; Range = 9-45)
 - Avoidance ($n = 10$; $r^2 = 0.68$; $\alpha=.77$; Range = 10-50)

Sample Items: Antilocation

- “Many old people are stingy and hoard their money and possessions”
- “Complex and interesting conversation cannot be expected from most old people”
- “Most old people should not be allowed to have a drivers license”
- “Old people complain more than other people do”



Sample Items: Discrimination

- “It is best that old people live where they won’t bother anyone”
- “The company of old people is quite enjoyable”
- “Old people deserve the same rights and freedoms as do other members of our society”



Sample Items: Avoidance

- “I sometimes avoid eye contact with old people when I see them”
- “Old people should find friends their own age”
- “Old people can be very creative”
- “I personally would not want to spend much time with an old person”



Protection of Human Subjects

- IRB approval was obtained from OLOL-College IRB
- Computer identifiers were removed from survey collection
- Employer only required demographic field
- Staff could opt out of all other demographic identifiers



Method: Data Collection

- The survey items loaded into Survey Monkey[®] and emailed to all nurses, patient care assistants, and nursing assistants within affiliate group
- Data downloaded from Survey Monkey[®] into Excel and uploaded into SPSS for analysis



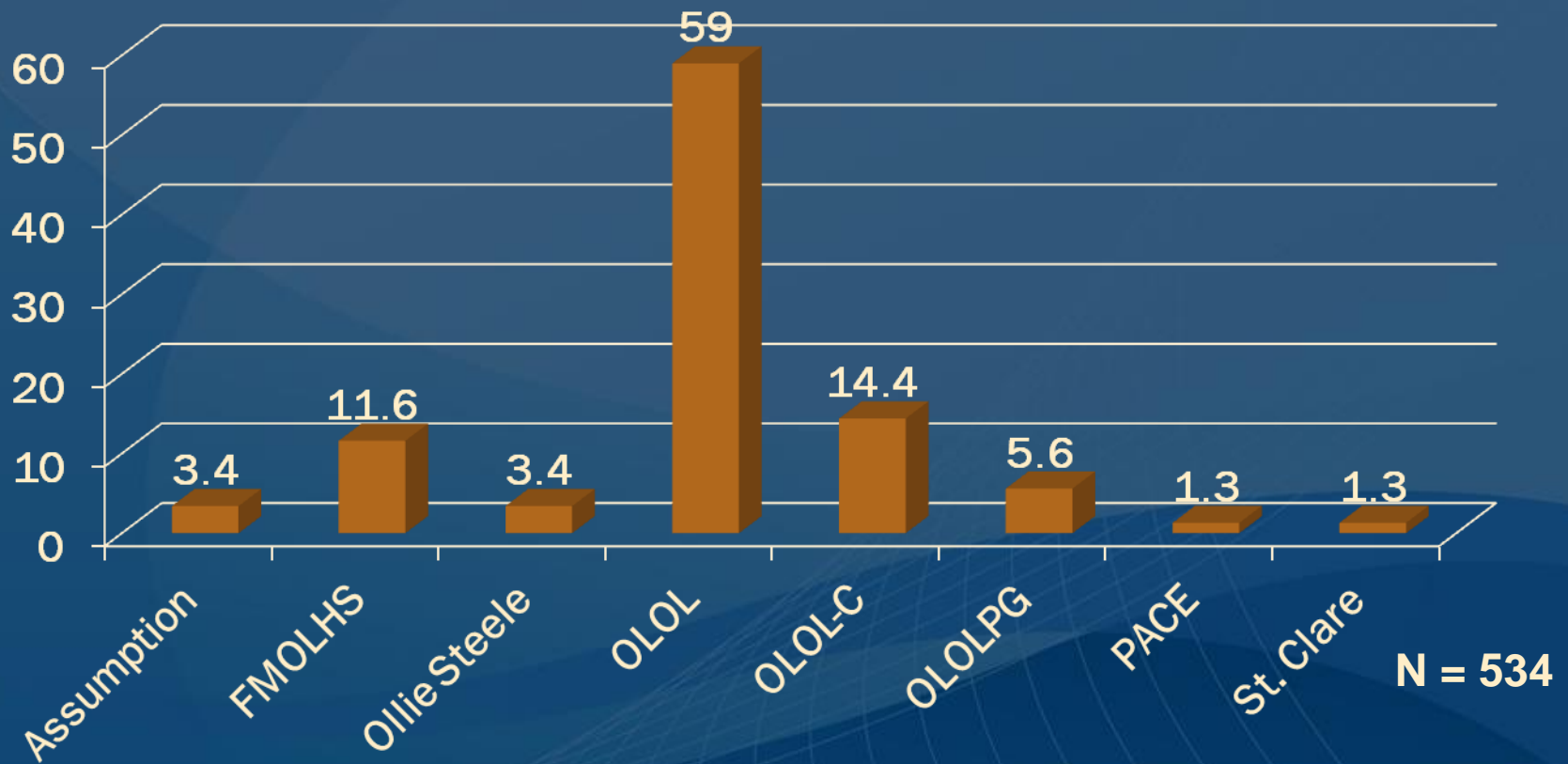
Results

- Five hundred and thirty eight (N = 538) employees completed the survey
- The majority were:
 - from OLOL (n = 325; 58.6%),
 - registered nurses (n = 371; 69%)
 - with a mean age of 39.8 (s.d.=12.91) and
 - 15.04 (s.d. = 12.43) years of experience in health care



Results: Facilities

By Percent



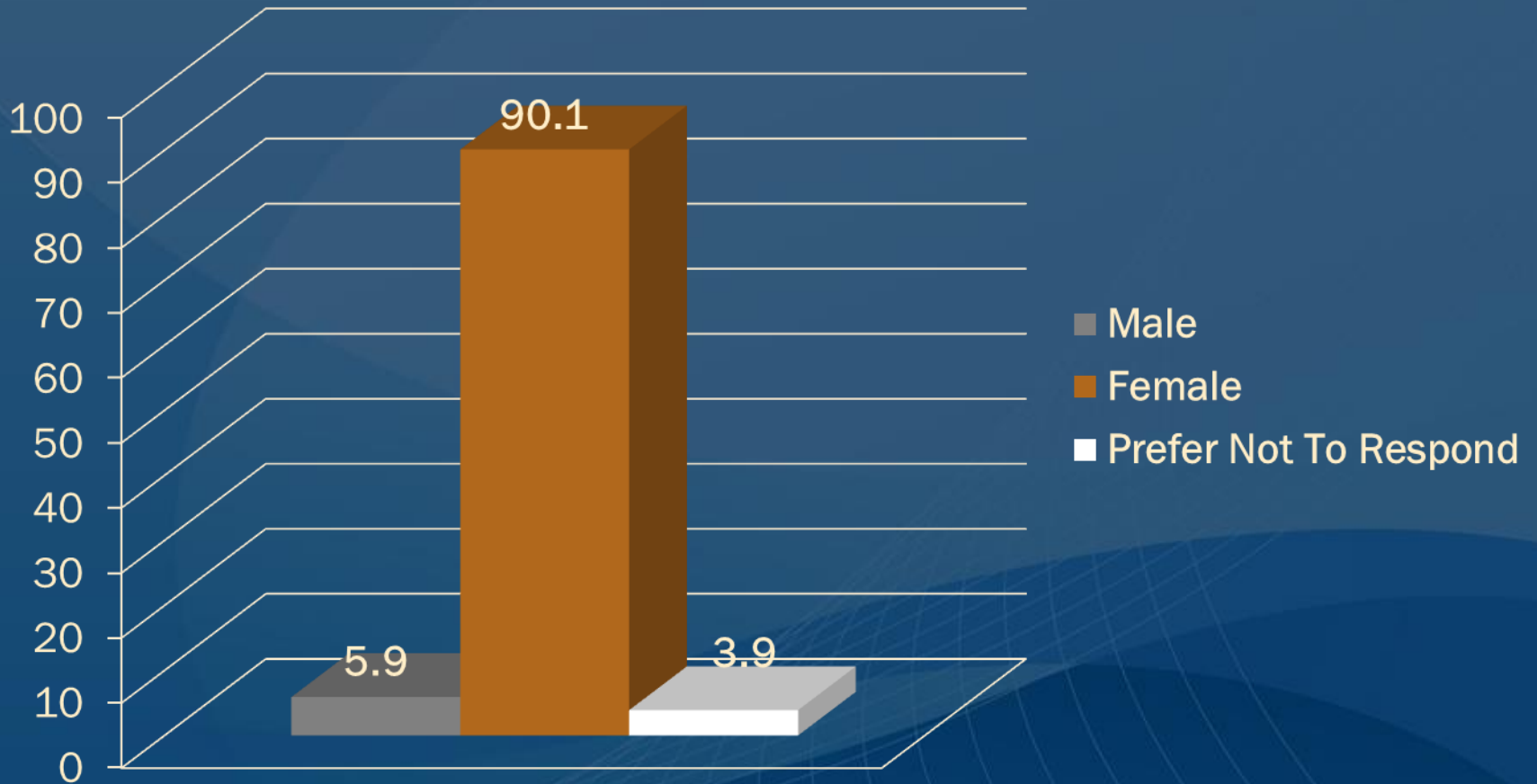
We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

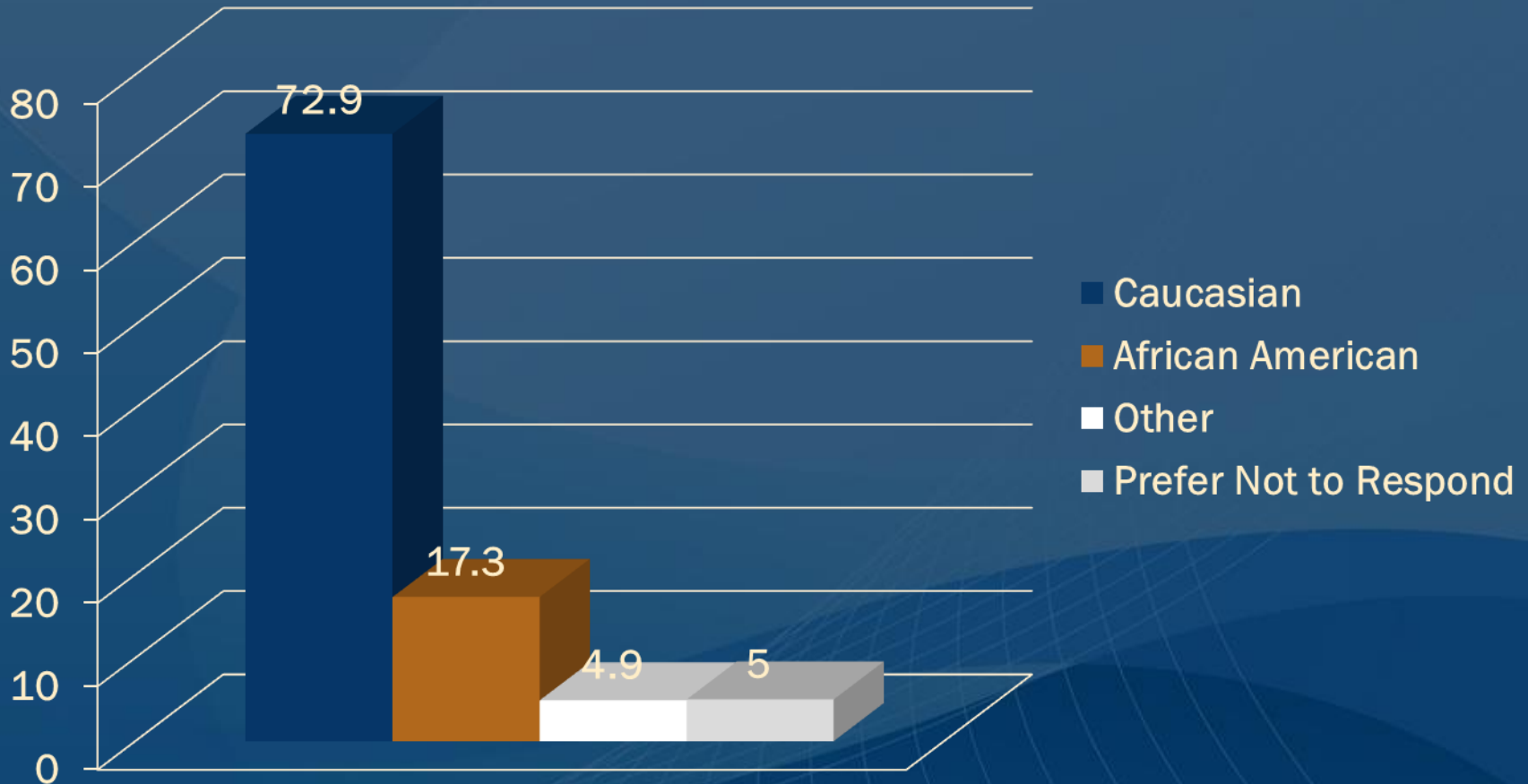
Results: Gender

By Percent



Results: Ethnicity

By Percent



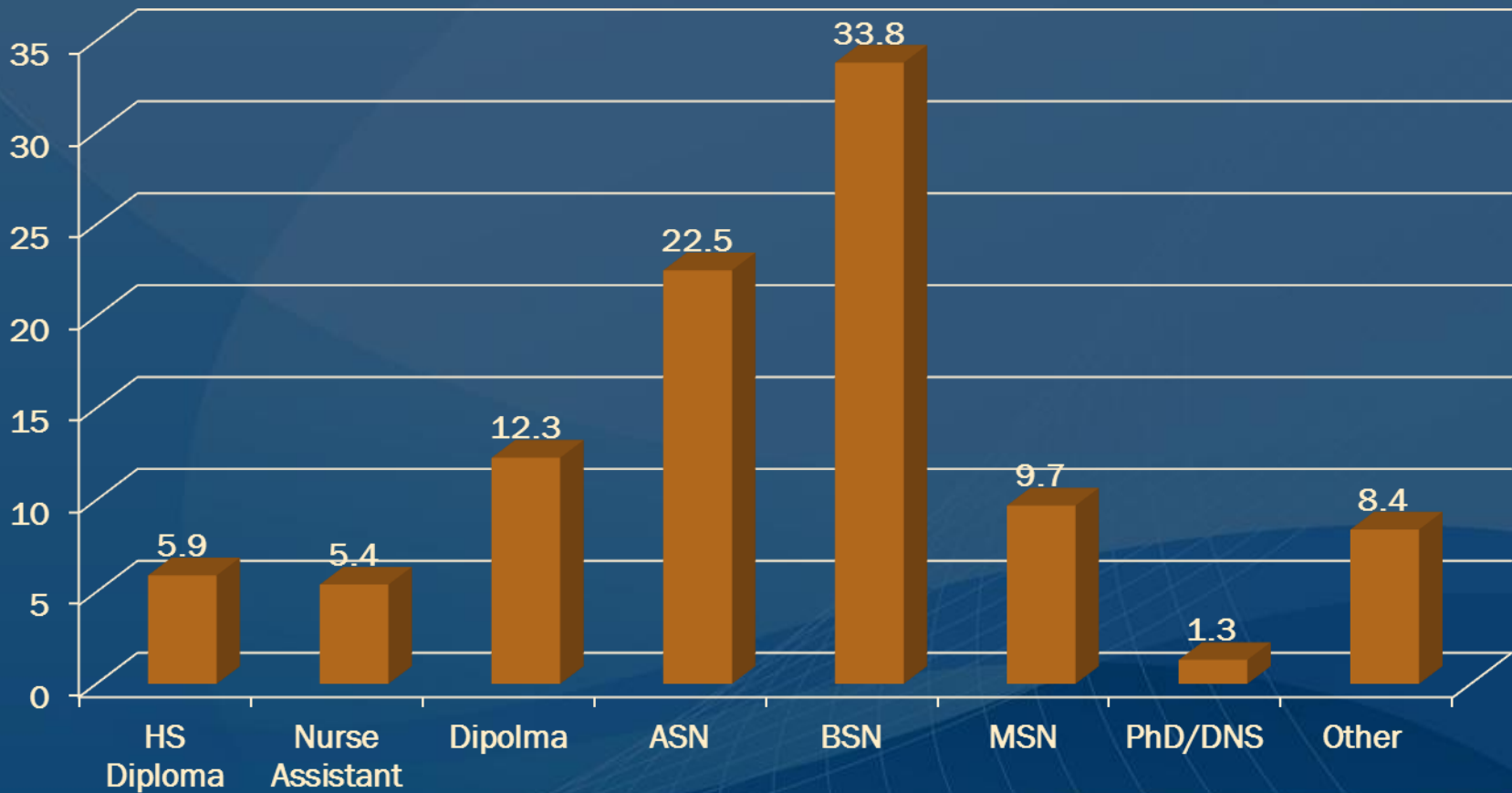
We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

Results: Education

By Percent



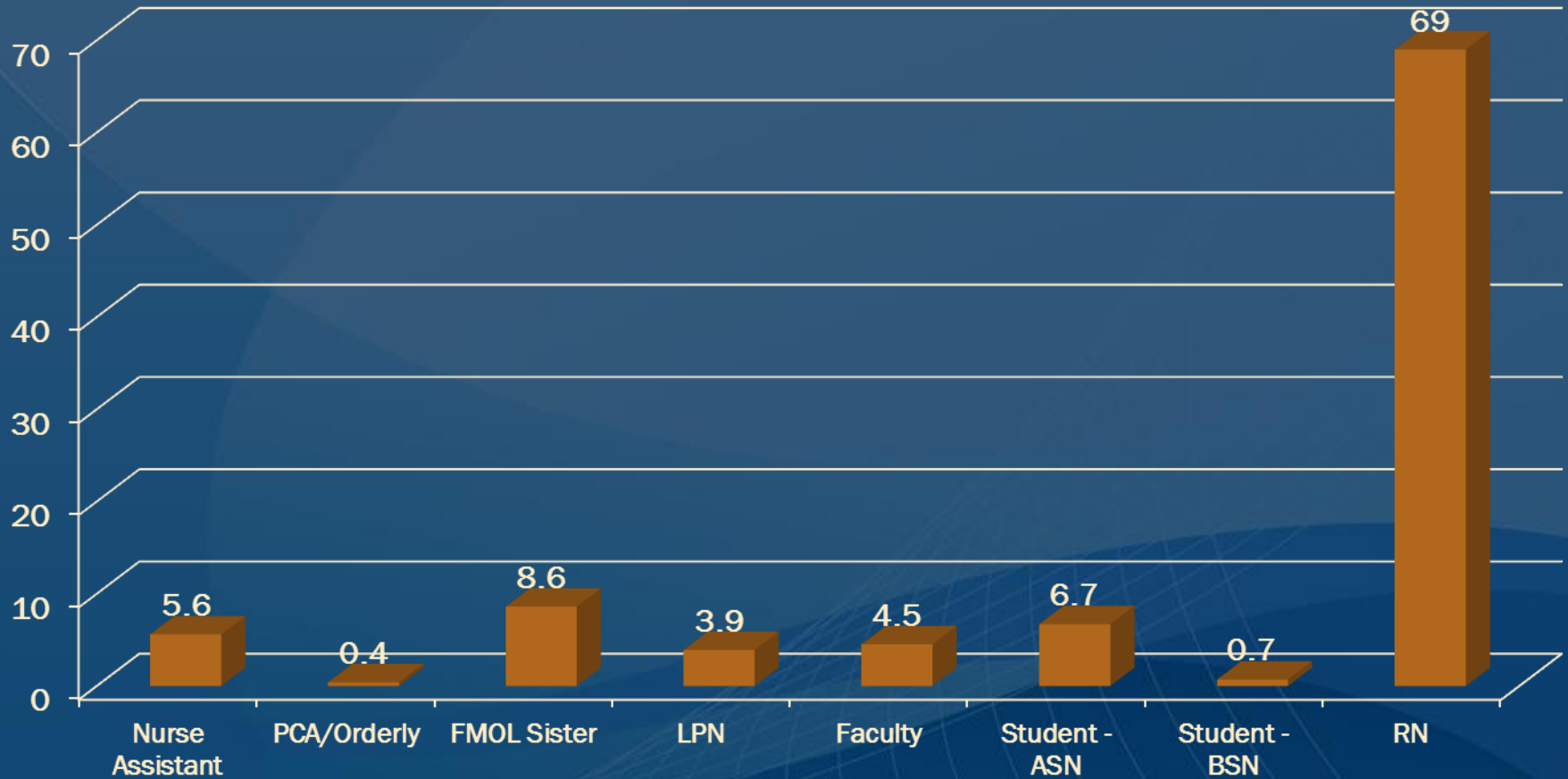
We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

Results: Position

By Percent



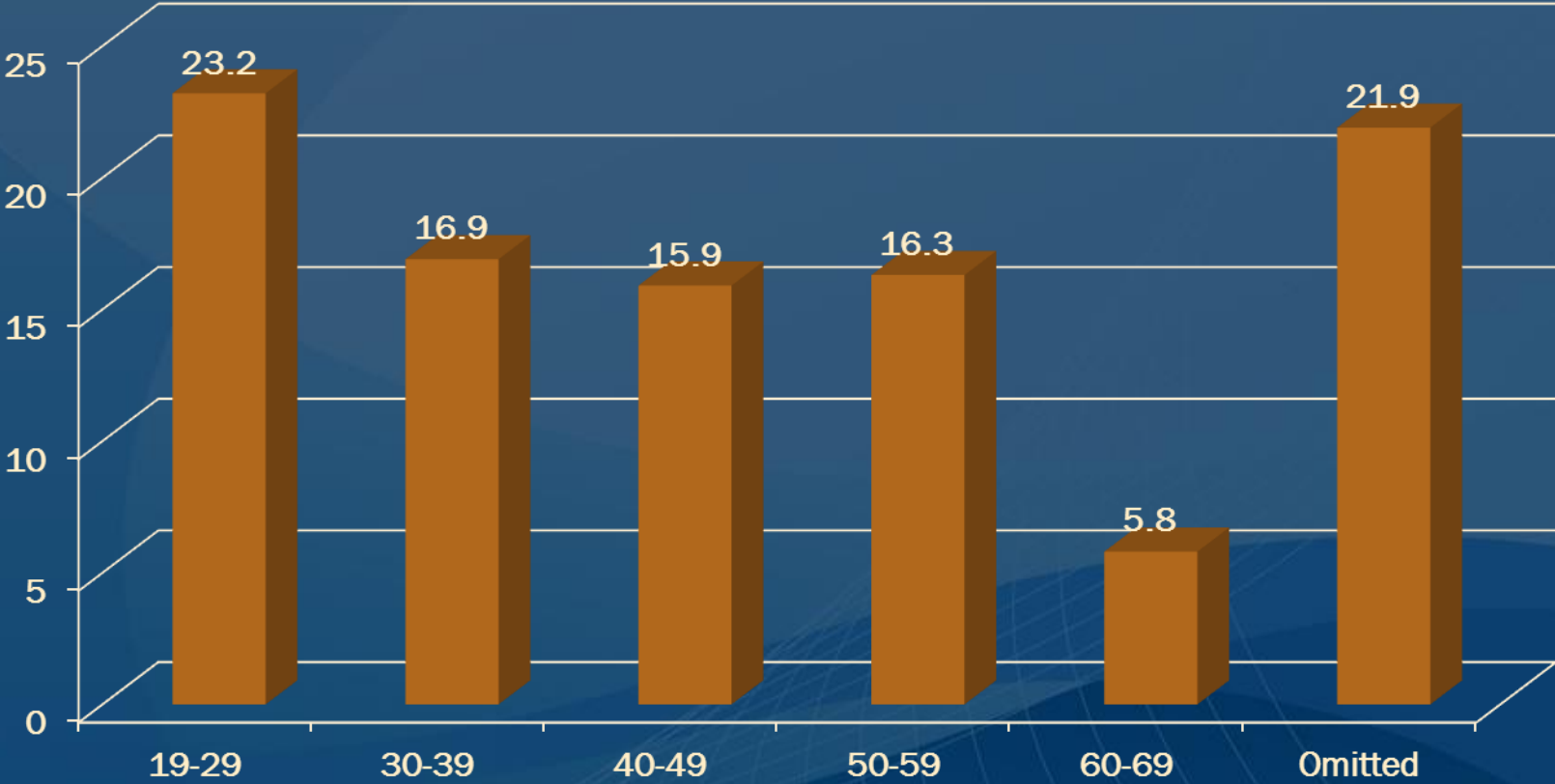
We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

Results: Age

By Percent



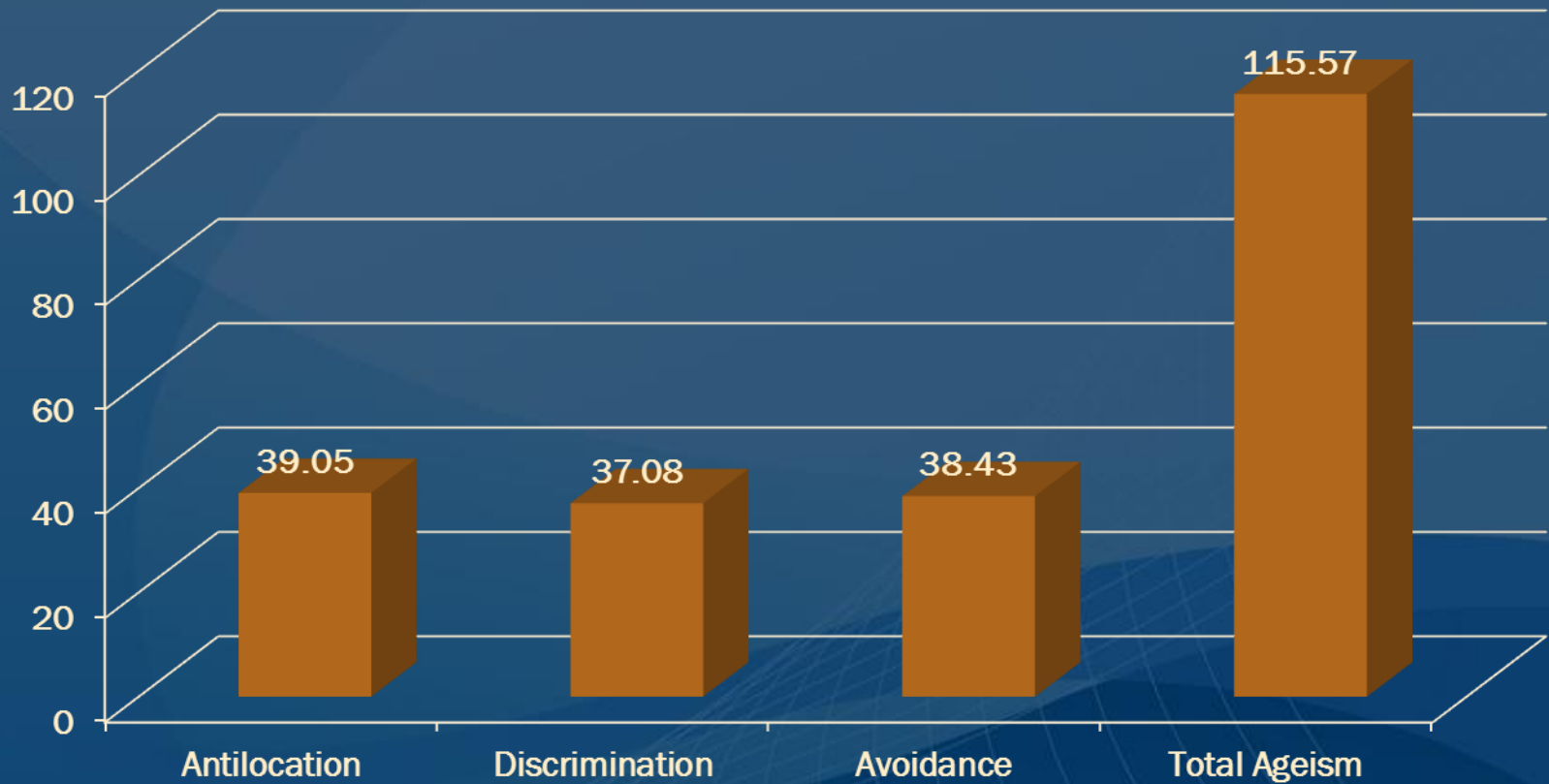
We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

RN Response

Mean Score



We Believe



OUR LADY
OF THE LAKE
REGIONAL MEDICAL CENTER

Discussion

- Data supports that the attitudes and behaviors toward the older adult are in the moderate range
- Improve employee perception toward caring for the older adult:
 - Work with the affiliate agencies to discuss their findings
 - Tailor educational programs specific to agency needs



References

- Department of Health and Human Services: Administration on Aging. (2013). *Aging statistics*. Downloaded from http://www.aoa.gov/Aging_Statistics/
- Fraboni, M., Saltstone, R., & Hughes, S. (1990). The Fraboni Scale of Ageism (FSA): An attempt at a more precise measure of ageism. *Canadian Journal of Aging*, 9(1), 56-66.
- Giles, L.C., Paterson, J.E., Butler, S.J., & Stewart, J.J. (2002). Ageism among health professionals: A comparison of clinical educators and students in physical and occupational therapy. *Physical & Occupational Therapy in Geriatrics*, 21(2), 15-26.



References

- Kogan, N. (1961). Attitudes toward old people: the development of a scale an examination of correlates. *Journal of Abnormal and Social Psychology, 62*(1), 44-54.
- Liu, U., While, A., Norman, I., & Ye, W. (2012). Health professionals' attitudes toward older people and older patients: A systematic review. *Journal of Interprofessional Care, 26*, 5, 397-409. doi: 10.3109/13561820.2012.702146
- Lookinland, S., & Anson, K. (1995). Perpetuation of ageist attitudes among present and future health care personnel: Implications for elder care. *Journal of Advanced Nursing, 21*, 47-56.
- Palmore, E. (1997). Facts on aging: A short quiz. *The Gerontologist, 17*(4), 315-322.



Thank You!!!

To all of the OLOL Affiliates and their employees for supporting this project and completing the questionnaire

