

AI and I: A Nurse's Guide to Tech That Won't Replace the Why

Contributing Author: Katelynn Dharap, MBA, MSN, RN, NEA-BC

From the moment I first heard of artificial intelligence (AI), I didn't immediately connect it to nursing or healthcare. But it quickly became clear—AI is transforming everything from how nurses deliver patient care to how they document, collaborate, and innovate.

The American Nurses Association (ANA) has released a position statement regarding the ethical use of artificial intelligence in nursing practice. According to the ANA (2022), the appropriate application of AI in nursing is viewed as supporting and enhancing the profession's core values and ethical responsibilities. The ANA Code of Ethics (ANA, 2025, Provision 7.5) notes that while not every technological development can be anticipated, nurses should recognize that machine learning and AI are already integral to healthcare. Currently, AI is present in workflows through electronic medical record (EMR) documentation tools and clinical screening systems.

AI has the potential to improve clinical practice by analyzing data and providing insights to inform decision-making; however, this technology will only be truly effective if nurses actively participate in the development and implementation of these tools. "Nursing practice authority can also be affected by technological advances such as AI, especially when integrated without careful consideration of potential harmful consequences," (ANA, 2025, Provision 4.2, p. 14). Our input is essential to ensure these tools are safe, effective, sustainable, and to maintain nursing practice authority.

As a nurse in a leadership role, I became curious about how AI could support my responsibilities as a Magnet Program Director. Much of my role

involves writing, data analysis, and supporting nursing excellence. By leveraging AI in my role to decrease time spent on computer-related tasks, I am now able to spend more time with direct engagement of nursing staff, contributing to project work, and creating a meaningful impact.

After successfully advocating for the acquisition of Microsoft Copilot, I now use this AI tool daily to analyze data and express ideas more clearly. It has significantly improved my efficiency and clarity in my role. For example, I am responsible for collecting information from nurses throughout the organization to meet the standards of the Magnet® Recognition Program. These standards are often called "stories" because they require outlining the rationale, methods, timing, and outcomes of different projects or initiatives. My duties include analyzing and concisely summarizing this information. Identifying gaps in the narrative can be difficult, especially when directly involved in its development. Missing key details may affect a Magnet appraiser's ability to understand how a standard is met, leading to deficiencies. AI has been helpful in this process by assisting with summarization and suggesting alternative wording for clarity. I review the AI-generated suggestions and incorporate those that fit the specific context.

AI has contributed to enhanced productivity and facilitated more comprehensive analysis of data. As part of my responsibilities, I conduct ongoing analyses of several key areas, including nurse satisfaction, patient experience, nurse-sensitive quality indicators, the percentage of nurses possessing a Bachelor of Science in Nursing, and the proportion of nurses

who hold professional nursing certifications. AI assists in breaking down this data, generating charts and tables, and identifying areas that require improvement as well as those areas that are outperforming the national benchmarks. This provides me with the ability to focus on developing effective solutions rather than merely identifying the existence of an issue.

I have also learned that AI must be used with caution. It can generate inaccurate information, and without a solid understanding of the subject matter, it is easy to mistake AI-generated content for factual concepts. To mitigate dissemination of any misinformation, it is essential to exercise due diligence when utilizing AI-generated information. A recent study published by Microsoft, the developer of Copilot, which is the AI product currently I am actively utilizing in my role, indicates that artificial intelligence can influence critical thinking abilities (Lee, et al, 2025). This is why the development of strong critical thinking skills to comprehend complex processes must be prioritized first. AI should serve as a supplementary tool rather than a replacement for clinical judgment. AI should support our expertise—not replace it.

In summary, while artificial intelligence offers powerful capabilities, it should remain a supportive tool, not a substitute, for nursing expertise. Nurses must lead with their clinical judgment, allowing AI to enhance, rather than define, their practice. By staying informed, actively engaging with technology, and collaborating with developers, nurses can help shape AI tools that uphold the integrity and future of healthcare. Ultimately, the essence of nursing—compassion, critical thinking, and hands-on care—remains irreplaceable. ■

References online:
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