Relational Presence as Workforce Infrastructure for AI-Ready Nursing Education

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A Clinical Moment

- Early warning system: *low risk*
- *The data appears stable*

- The nurse notices something subtle
- "Something isn't right."

What does the nurse do with what they notice?

Today, we will explore:

- How AI is reshaping clinical judgment in practice
- Why relational conditions matter for safe decision making
- What happens when those conditions are missing
- How we support ethical, reflective engagement in education

Shifting Conditions in Nursing Practice

- Workforce strain and shortages
- Rapid integration of AI
- Expansion of Hybrid Learning

Where AI Shows Up

- Decision Support
- Simulation and Virtual Patients
- Documentation
- Workflow Design

When the Conditions Are Not Present

- Cognitive Overload
- Ethical Strain
- Unchallenged Bias
- Silence

The Missing Dimension

- Focus on Tools and Implementation
- Limited Attention to how nurses engage with AI
- Conditions for thinking, questioning, and acting are often overlooked

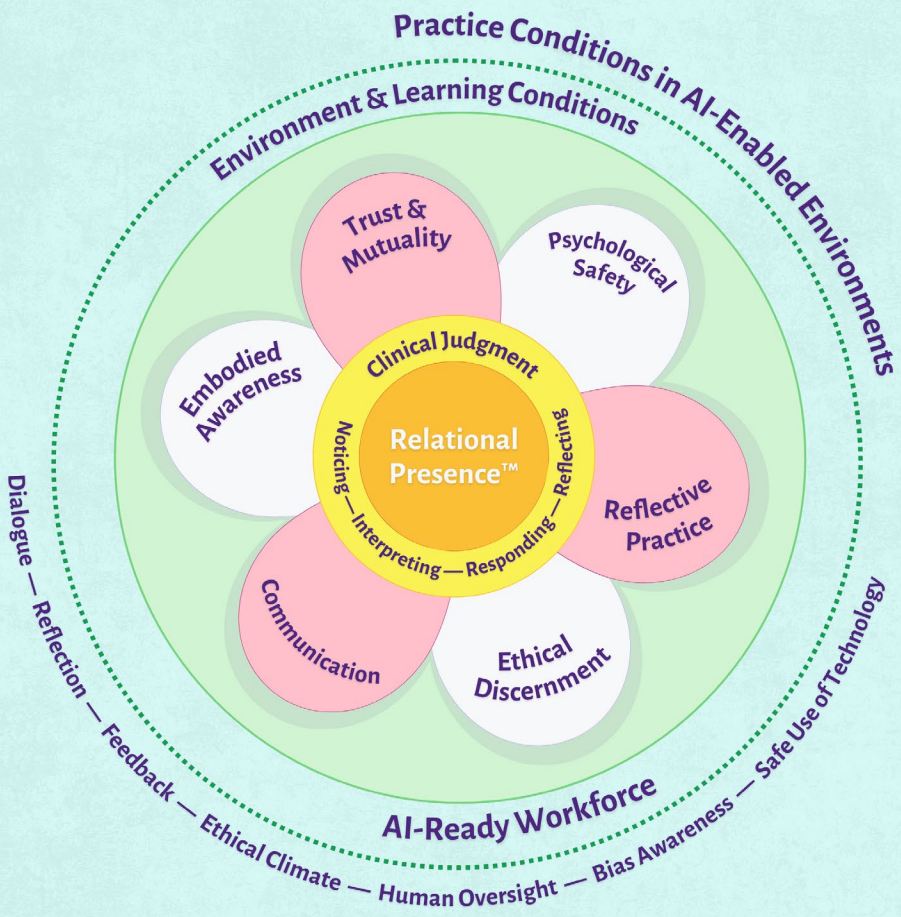
Relational Presence as Infrastructure

- Supports Clinical Judgment
- Enables Speaking Up
- Sustains Reflection
- Strengthens Professional Identity

Ethical Responsibility in AI Practice

- Nurses remain accountable for clinical judgment
- AI informs decisions – it does not replace responsibility

Relational Presence™ as Workforce Infrastructure for AI-Ready Nursing Education



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Emerging Evidence from Nursing Education and Practice

- Relational conditions shape clinical judgment
- Psychological safety supports speaking up
- Professional identity influences accountability
- AI introduces cognitive and ethical complexity

What This Looks Like in Nursing Education

- Simulation with psychologically safe debriefing
- Reflective dialogue with AI
- Faculty development in relational teaching
- Identity-based education for accountability

What This Looks Like in Clinical Practice

- Speaking up in uncertain situations
- Interpreting–not deferring to–AI
- Team-based decision making
- Real-time ethical judgment

Workforce Impact

- Voice and agency in practice
- Ethical clinical judgment
- Relational collaboration
- Workforce sustainability

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Designing the Conditions for Clinical Judgment

Relational presence is not an addition to practice- it is the condition that makes practice possible

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Thank You.
Questions?

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