Title:
C 05 SPECIAL SESSION: Using an Interprofessional Approach to Create a Healthy Clinical Learning Environment

Keywords:
Clinical Learning Environment, Healthy work environment and Nursing Incivility Metric

Description/Overview:
Nursing has led the way in bringing awareness of the need for a healthy environment in the work setting. This session provides an overview of the healthy work initiative and a national interprofessional collaborative to promote positive clinical learning environments.

Abstract Text:
As early as 1999 references to workplace incivility and its effects have been in the literature (Andersson & Pearson) and since then the literature has extensive articles detailing experiences and perspectives on workplace incivility, bullying, and bad behaviors. For some, recognizing uncivil situations (such as nonverbal or inferred incivility) is challenging and responding to these situations requires recognition and practice.

The effect of these behaviors on nurse retention, satisfaction and the patient’s experience has also been documented (Jagatic & Keashly 2003; Laschinger, 2014). Early on, the American Association for Critical Care Nursing (AACN) identified the negative effects an unhealthy work environment has had on both workforce and patient outcomes. In response, they published the AACN Standards for Establishing and Sustaining Health Work Environments (2005). 6 essential standards were identified at that time and include skilled communication, true collaboration, effective decision making, appropriate staffing, meaningful recognition, and authentic leadership.

Physician colleagues have added burnout, depression and suicide as being of critical concern and is on the rise (West, Dyrbuye, & Shanafelt, 2018). Effective solutions to addressing these problems among all healthcare professionals needs to focus on an interprofessional approach to creating what the Accreditation Council for Graduate Medical Education (ACGME) calls healthy clinical learning environments (CLEs). In October 2017, the Josiah Macy Jr. foundation and ACGME partnered to host a symposium to identify the key characteristics of an optimal CLE. The characteristics identified are in alignment with AACNs’ healthy work environment. The interprofessional approach, or the National Collaboration for the Improvement of Clinical Learning Environments (NCICLE) provides daily use strategies for multiple professionals to work together in stressful healthcare environments.

This presentation will provide an overview of incivility and its prevalence. Data from a new graduate RN perspective will provide additional evidence that incivility is still of issue in practice settings. Key interprofessional strategies to create a healthy and positive clinical learning environment will be described and participants will be encouraged to identify beginning changes they can make to impact their practice setting.

References:
American Association of Critical-Care Nurses (2005). AACN standards for establishing and sustaining healthy work environments: a journey to excellence, American Association of Critical-Care Nurses, Aliso Viejo, CA


Content Outline:

1. **Introduction**
   A. Identify the problem: Data that supports the need for a Healthy Work Environment (HWE)
   B. What is the underlying need? How is incivility defined? Do healthcare workers recognize incivility when they see it? (Activity regarding perceptions of incivility)

2. **Main Point #1**
   a. What makes a work environment healthy?
   b. Activity: Do I work in a HWE?

3. **Supporting point #1**
   a) Moving from nurse centric to interprofessional collaboration
   b) Identifying the common ground

4. **Main Point #2**
   a) Strategies to support a HW/CLE
   b) Activity: Case Study

5. **Supporting point #2**
   a) Goals and Strategies to address perceived areas of incivility

III. Conclusion

1. **Moving Forward: Interprofessional Collaboration**

**Moderator**

Cheryl Dellasega, PhD, RN, CRNP
Pennsylvania State University
Department of Humanities
Full Professor
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**Professional Experience:** Full professor at Penn State College of Medicine and award winning nurse author of bestselling books on women and relational aggression. Researcher and founder of Club and Camp Ophelia.

**Author Summary:** Cheryl Dellasega is a PhD-prepared nurse practitioner and Professor in the Department of Humanities at the Penn State College of Medicine in Hershey PA. She is the author of seven commercial and two professional books on topics associated with relational aggression.

**Organizer**

Jean S. Shinners, PhD, RN-BC
Versant
Executive Director Versant Center for the Advancement of Nursing (Vcan)
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**Professional Experience:** More than 30 years of clinical and education (both clinical and academic) experience. 10 years working with practice transition programs. Currently Executive Director for Versant's Center for the Advancement of Nursing. Director of Versant's ANCC Provider Unit, Chair of ANCC Practice Transition Accreditation Program (PTAP) Commission on Accreditation; Associate editor for the Journal for Continuing Education in Nursing; STTI Virginia Henderson Fellow.

**Author Summary:** Dr. Shinners is currently the Executive Director for Versant's Center for the Advancement of Nursing. Dr. Shinners area of research includes all aspects of RNs in transition-including Nurse Incivility. Dr. Shinners is the current Chair of ANCC Practice Transition Accreditation
Program (PTAP) Commission on Accreditation; Associate editor for the Journal for Continuing Education in Nursing and a STTI Virginia Henderson Fellow.