Title:
E 02 SPECIAL SESSION: Improving Job Enjoyment of Operating Room Nurses: An Academic and Clinical Collaboration

Keywords:
Healthy Work Environment, Meaningful Recognition and Quality Improvement

Description/Overview:
This presentation will describe the partnership between an academic organization and a Magnet® Hospital in the development and implementation of an innovative program to improve job enjoyment and intent to stay in operating room nurses through the implementation of a meaningful recognition program.

Abstract Text:
This presentation will describe the partnership between an academic organization and a Magnet Hospital in the development and implementation of an innovative program to improve job enjoyment and intent to stay in operating room nurses through the implementation of a meaningful recognition program.

Low job enjoyment contributes to nurses leaving their units, their organizations and even the profession. According to the literature, establishing healthy work environments (HWE) improves nurse satisfaction, nurse retention and quality patient outcomes. Meaningful Recognition is an important component of a HWE. The demand for operating room (OR) nurses is increasing approximately 1% to 2% each year in the United States and it is estimated that 20% of those currently employed in the OR will retire in the next 5 years. Healthcare organizations are challenged to meet the numbers and experience needed to provide quality care in the OR and other settings. Strategies to strengthen work environments to improve nurse satisfaction and retention are a priority in healthcare.

A process improvement team (PIT), made up of staff and leadership, identified the issues impacting job enjoyment in their OR. The Healthy Work Environment (HWE) framework, made up of six components, Skilled Communication, True Collaboration, Effective Decision Making, Appropriate Staffing, Authentic Leadership and Meaningful Recognition, was used to assess gaps and determine solutions. This team identified a lack of meaningful recognition (MR), as an opportunity for improvement and the most cost effective to address, as a first step. The team assessed system weaknesses and strategies to strengthen practices of recognition for OR Nurses and staff. Outcomes were measured using scales from the National Database of Nursing Quality Indicators.

This presentation will provide awareness and strategies in the application of an evidence-based program of meaningful recognition. The outcomes regarding the impact on job satisfaction/enjoyment of operating room nurses will be discussed as well as the structures and processes needed to support and sustain organizations in creating healthy work environments applicable in all practice settings.

References:


Moderator

Maridulce Belen Santos Fortuno, MS, BSN, RN, CAPA
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Professional Experience: The presenter has over 30 years of nursing experience in multiple practice settings. She has held a wide range of roles, including positions as an inpatient surgical clinical nurse, critical care nurse, perioperative nurse, cardiology/medical device research nurse, clinical faculty for diploma nursing education, and has worked in nursing management. She graduated with her Diploma in Nursing from Union Memorial Hospital School of Nursing in 1987, and has since furthered her nursing education where she was conferred with a Masters of Science in Health Leadership and Services Management – Executive Practice in 2014 from University of Maryland School of Nursing.

Author Summary: In her approximately 10 years of nursing management experience, the speaker has been responsible for developing and mentoring both licensed and un-licensed personnel and understands the challenges of positively motivating staff. She currently practices as a Senior Clinical Nurse in a pre-surgical testing center in a tertiary care academic medical center in Baltimore, Maryland.

Organizer
Cynthia D. Sweeney, MSN, RN, CNOR, NEA-BC
The DAISY Foundation
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**Professional Experience:** As the Executive Director of The DAISY Foundation she is engaged in program development, providing the nursing perspective. Previously in her role with the American Nurses Credentialing Center, she provided oversight for the development of educational products and services that support nursing certification and organizational credentialing. She has over extensive experience in perioperative services as well as in academic and leadership roles. In addition, she served in the Navy Nurse Corps, retiring with the rank of Captain. Recently received her DNP from The Johns Hopkins School of Nursing, in May 2019.

**Author Summary:** Cindy is Executive Director of The DAISY Foundation, engaged in program development, providing the nursing perspective. Previously in her role with the American Nurses Credentialing Center, she provided oversight for the development of educational products and services that support nursing certification and organizational credentialing. Previously, she served in the Navy Nurse Corps, retiring with the rank of Captain. Currently she is a doctoral candidate at The Johns Hopkins School of Nursing.

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**Professional Experience:** Need this info Need this info Need this info Need this info Need this info Need this info, Need this info

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**Professional Experience:** Dr. Rita D'Aoust will bring her experience in academic leadership, innovative nursing education program development and evaluation, interprofessional health education and practice; multiple grant PI experience, program evaluation, research experience; academic-service collaboration including Federally Qualified Health Centers, Veterans Health Centers; quality improvement initiatives in acute care and community settings; her experience in providing primary care to underserved populations; and experiences as from a disadvantaged and first time in college background. She is also an acute care nurse practitioner and adult nurse practitioner.

**Author Summary:** I have led several military and veteran initiatives to include: improve access for nursing education; mentored doctoral students with military/veteran health interests; improve clinical outcomes; PI on a federally funded grant to develop a veteran to BSN program; developed a process to award upper division credit from military education/training transcript; worked at regional/national level with the Veterans Affairs Nursing Academy Partnership. She has published several clinical and education research articles on military and veteran health.