Our Journey to a Healthy Work Environment

Dorrie Fontaine, Dean & Professor
Gina DeGennaro, Associate Professor

Sigma Nursing’s HWE Conference
February 23 2019
Our Origin Story
Goals for 2008 as new dean

• Ensure a healthy work environment
  • More nurturing at all levels
  • Recruit faculty and staff

• Increase collaborations
  • Internal and external

• Strengthen diversity
  • Students and faculty
AACN Standards for Establishing and Sustaining Healthy Work Environments:
A Journey to Excellence
(2nd edition 2016)
Essential Elements of a Healthy Work Environment (AACN 2016)

- Skilled communication
- True collaboration
- Effective decision making
- Appropriate staffing
- Meaningful recognition
- Authentic leadership
“The urgency of slowing down ...”
- Pico Iyer
As part of the School’s Strategic Plan, we established the Healthy Work Environment (HWE) initiative, which sought to identify what a HWE meant to faculty and staff. Resulting “compiled wisdom” fell into five categories:

- Respect & Appreciation
- Communication
- Workload
- Physical Environment
- Interpersonal Relationships

Those ideas became our working statement.

Implementing healthy work environment standards in an academic workplace: An update

Nurturing compassionate nurses & leaders for the 21st century
Prioritizing Clinician Wellbeing: The University of Virginia’s Compassionate Care Initiative

Priorización del bienestar del clínico: caso clínico organizativo de la Iniciativa de cuidados paliativos de la Universidad de Virginia

Susan Bauer-Wu, PhD, RN, FAAN, United States; Dorrie Fontaine, RN, PhD, FAAN, United States
The Leader’s Role in Creating a HWE
Our Work

Reducing human suffering by cultivating compassionate people and systems

Compassionate Care Initiative

UVA NURSING
We are a community of compassion & respect.

We stand firmly against racism and social injustice of any kind.

UVA NURSING
If we truly practiced with compassion and empathy, what would the health care system look like? How would we be transformed? How might this change the outcomes for patients and families…?

Programs
- Student Ambassadors
- Faculty/Clinical Ambassadors
- CCI Speaker Series

Clinical

Academic

UVA NURSING
Resiliency Initiative
How to practice mindfulness, compassion and connectedness to improve wellbeing and health, prevent burnout and support better patient outcomes.
The Architecture of Resilience

“...resilient practices -- things like meditation, yoga, reflective writing, deep breathing, even physical exercise -- make for happier, stronger, more centered clinicians.”

D. Fontaine, S. Bauer-Wu, & D. Germano (2014)

http://www.huffingtonpost.com/dorrie-k-fontaine/the-architecture-of-resil_b_4560762.html
The purposeful pause

A mindful leader embodies leadership presence by cultivating focus, clarity, creativity, and compassion in the service of others.
100 square feet of space
How can you be your best self, so you can shine brightly and not burn out?