Healthy work environments for nurses are now seen as needed for innovation and transformation (Hanson, 2018). For over 15 years, developing and maintaining a healthy work environment has been a focus of our Midwestern College of Nursing (CON) leadership. Evidence from business research on positive work environments supported the CON's early efforts to improve their workplace environment. The research had shown that a positive workplace environment fostered productivity; improved profit; and led to less employee turnover/greater retention (Harter, Schmidt & Keyes, 2002).

Early tactics by faculty and staff to support a positive college climate found multiple challenges in doing so when the effort needed was not recognized financially or for academic promotion. Later, with the Dean's support, a staff-initiated proposal for a model to promote working well together was launched in the CON. For six years, this initiative has grown and is now self-sustaining. The structure of the model allowed the first ad hoc committee to become a CON standing subcommittee with volunteer members representative of all position types. It serves as the CON clearinghouse for the planning, prioritizing and implementation of a variety of activities that support the CON-Community working well together to achieve its mission and vision. It is creating a college community that worked well together. The initiative put forth a unique policy focused approach to workplace wellness, focusing on encouraging college faculty, staff and students’ collaborations to create a healthier work environment and to increase faculty and staff support for one another.

The initiative supports the goals of the current CON Strategic Plan as well as the campus Workplace Wellbeing initiative. In addition, it aligns with current national trends for work place wellness in nursing, primary care and health care systems. In 2016, the American Association of Critical Care Nurses (AACN) (2016) articulated standards for Health work environments. In 2017, the ANA Healthy Nurse campaign focused on the health, safety, and wellness of nurses by promoting content and activities on health-related topics (ANA, 2017; Dawson, 2017). Concurrently, in primary care, ‘improved work life for staff’ was included as a quality metric by the agency for Healthcare Research and Quality (AHRQ) (Coleman et al, 2016). Finally, in the larger health care system the same metric was identified as a performance measure in the Quadruple Aim (Bodenheimer & Sinsky, 2014). All these metrics and standards include a focus on stress management and reduction of burnout and compassion fatigue, which enhance professional well-being.

This presentation will share the evidence that this low resource model for a CON-community supported healthy work environment model was built upon and the journey of its development. The working model of the initiative, its alignment with current national healthy work environment trends and the status of the subcommittee will be described. Finally, examples of the initiative's activities and the results of a 2016 program evaluation survey completed by 50 CON faculty and staff will discussed.
Abstract Summary:
In alignment with the ANA Healthy Nurse Campaign and the Quadruple Aim, our College of Nursing developed and implemented a successful strategy for promoting a healthy academic work environment. We achieved and will share a low-cost model that has kept us “working well” together for the past 6 years.

Content Outline:

Title: Enhancing the Academic Work Environment for Professional Well-being

1. Introduction
2. Challenges of maintaining a healthy academic work environment for faculty/staff and students at a midwest college of nursing (CON).

   1. Body
   2. History of strategies used to improve the workplace environment at the CON.

   1. Evidence base supporting the development of healthy work environments in CON.
   2. a) Early research from the field of business on workplace environments
1. b) Current evidence in nursing and health care

2. Promoting a healthy work environment - a CON focus for over 15 years.
3. a) The CON journey from 2001 to present – nurses partnering for change

1. b) Learning from our mistakes through engaged communication and collaboration
2. Faculty/Staff led creation of a low resource CON-community model to promote a healthy academic work environment.
3. Creating a CON infrastructure for sustainability
4. a) Full implementation of the CON Working Well Initiative (WWI)
5. b) Faculty/Staff participation – partners in decision making and leaders in engaging others
6. We have passions to share in the CON!
7. a) Faculty/Staff Champions are recognized as valuable contributors to the initiative. In turn, they recognize and energize others.

1. b) The WWI subcommittee as a clearinghouse for Champions' activities.

1. We are working well together in the CON!
2. CON-Community response
3. a) Participation is high
4. b) WWI participation and satisfaction survey results
5. Recognized by the larger campus community.
6. a) The initiative supports the goals of the CON Strategic Plan as well as the campus Workplace Wellbeing
7. b) Featured model for the 2013 university Chancellor's Best Place to Work initiative.

III. Conclusion

1. In alignment with the ANA Healthy Nurse Campaign and the Quadruple Aim, our CON developed and implemented a successful, sustainable strategy for promoting a healthy academic work environment.
2. Regular times to network, socialize and participate in self-care activities in the workplace allow us to be resilient.

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Professional Experience: For over 30 years, Ruth Treisman has worked as an Adult Nurse Practitioner in primary care and oncology. For over 21 years she has been working at the UWM CON, supporting the classroom and clinical learning of undergraduate and graduate nursing students.

Author Summary: A Nurse Practitioner for over 30 years with a firm belief in health promotion and advocacy for patients, She felt it important to be a member of the Climate Committee at the UWM CON when beginning working there over 21 years ago. Most recently she is serving on the CON Working Well Initiative (WWI) subcommittee, as well as being a Champion of WWI activities. She has been Co-Chairperson of WWI for the past two years.

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Professional Experience: Bev Zabler has been a nurse educator for over 17 years at the University of Wisconsin-Milwaukee in addition to having a private Holistic Nursing Practice for 24 years. In addition to her academic teaching in nursing clinical and classroom courses, she has presented in over 220 continuing education offerings and workshops locally and nationally.

Author Summary: Bev Zabler has been active in the UWM College of Nursing (CON) community for over 27 years. In her roles, first, as a clinician in the UWM Community Nursing Centers and academician, and later, a researcher and CON administrator, Dr. Zabler advocated for wellness in her workplace. She and two other CON staff developed the Working Well Initiative. She chaired the new committee from 2013 to 2016 and was a member for another year.