Health, wellness and disease begin with the conditions in which people live, work and play (Davis and Chapa, 2015). The World Health Organization defines social determinants of health as the conditions in which people are born, work, live and age (WHO, 2008). The working environment is a social determinant of health that has a tremendous impact on an individual’s quality of life (Leka & Jain, 2010).

Studies from the literature suggest that working conditions have physiological, psychological and emotional effects resulting in symptoms such as depression, distress, burnout and cardiovascular disease (Aronsson et al., 2017; Backe, Seidler, Latza, Rosnagel & Schumann, 2012; Kelly & Todd, 2017).

The average American employee spends 90,000 hours at work over a lifetime (Sitkus, 2017). That translates into American working adults spending one-third of their lives at work (Sitkus, 2017). It is imperative that nursing leaders, in academic settings, place prevention and management of psychosocial risks high on the list of goals and priorities for the school (Pearson, Lsschinger, Porritt, Jordan, Tucker & Long, 2007). In fact, creating a healthy work environment should be part of the organization’s strategic plan.

This poster presentation examines not only the designing and deploying of a Dean’s Advisory Council for Creating a Healthy Work and Learning Environment but also the working operations of the Council. It chronicles the story of how a faculty leader and a staff leader partnered and leveraged their positions to successfully lead the Dean’s Advisory Council in developing processes and recommendations for creating a healthy work and learning environment. The authors demonstrate the use the AACN Healthy Work Environment Clinical Standards, adapted for the academic workplace, to address climate survey data and implement strategies for change (Harmon, DeGennaro, Norling, Kennedt & Fontaine, 2017; Morton, 2015). In addition, the authors address important characteristics of a leader that are necessary to manage divergent opinions and influence change; namely emotional intelligence, trust, empathy and open and honest dialogue.

Title:
Designing, Developing, and Deploying a Healthy Work and Learning Environment

Keywords:
Emotional Intelligence, Managing Change and Social Determinants of Health

References:

Backe, E., Seidler, A., Latza, U., Rosnagel, K., Schumann, B. (2012). The role of psychosocial
stress at work for the development of cardiovascular diseases: A systemic review.

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Closing the gap in a generation: Health equity through action on the social determinants of health.


**Abstract Summary:**
This presentation demonstrates how a faculty leader and a staff leader partnered to lead an Advisory Council in developing processes and recommendations for creating and sustaining a healthy work environment. It focuses on leadership characteristics and emphasizes evidence-based strategies for translating ideas into a practical road map for action.

**Content Outline:**
1. Introduction
1. The working environment is a social determinant of health
2. The working environment impacts quality of life

2. Body
1. Main Point #1: Working Conditions have physiological, psychological and emotional effects
   1. Supporting point #1: Manifestations of unhealthy work environments
      1. Anxiety, depression, stress, burnout
      2. Decreased production, high turn-over
   2. Main Point #2: Nursing leaders in academic setting must place prevention and management of psychosocial risks high on their list of priorities
      1. Supporting point #1: Creation of Healthy Work and Learning Environment Council
         2. A healthy work and learning environment should be part of the organization’s strategic plan
      2. Supporting point #2
         1. Leaders must possess emotional intelligence
         2. Leaders must build trust, respect and promote authentic dialogue
   3. Main Point #3: The importance of an evidence-based framework
      1. Supporting point #1:
         1. The AACN Healthy Work Environment Clinical Standards adapted for the Academic Workplace
         2. Climate survey data
         1. Application of AACN Healthy Work Environment Academic Standards to address obstacles and challenges

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