

# Compassion Fatigue, Resilience, and Intent to Stay: A Quantitative Study Among



## Nurse Educators Brenda F. Ulmen, PhD, RN



### Introduction

#### Background

The national nurse educator deficit is at an all-time high of 7.9% (American Association of Colleges of Nursing, 2017)

The registered nurse profession is one of the fastest growing occupations but there is a struggle to sustain and replenish the workforce (Derby-Davis, 2014)

The increased demand on nursing schools combined with the nurse educator deficit creates an increased risk for burnout (Leonard, 2017; Owens, 2017)

Those suffering from burnout or compassion fatigue are more likely to leave their current job (Koenig et al., 2018)

#### Purpose

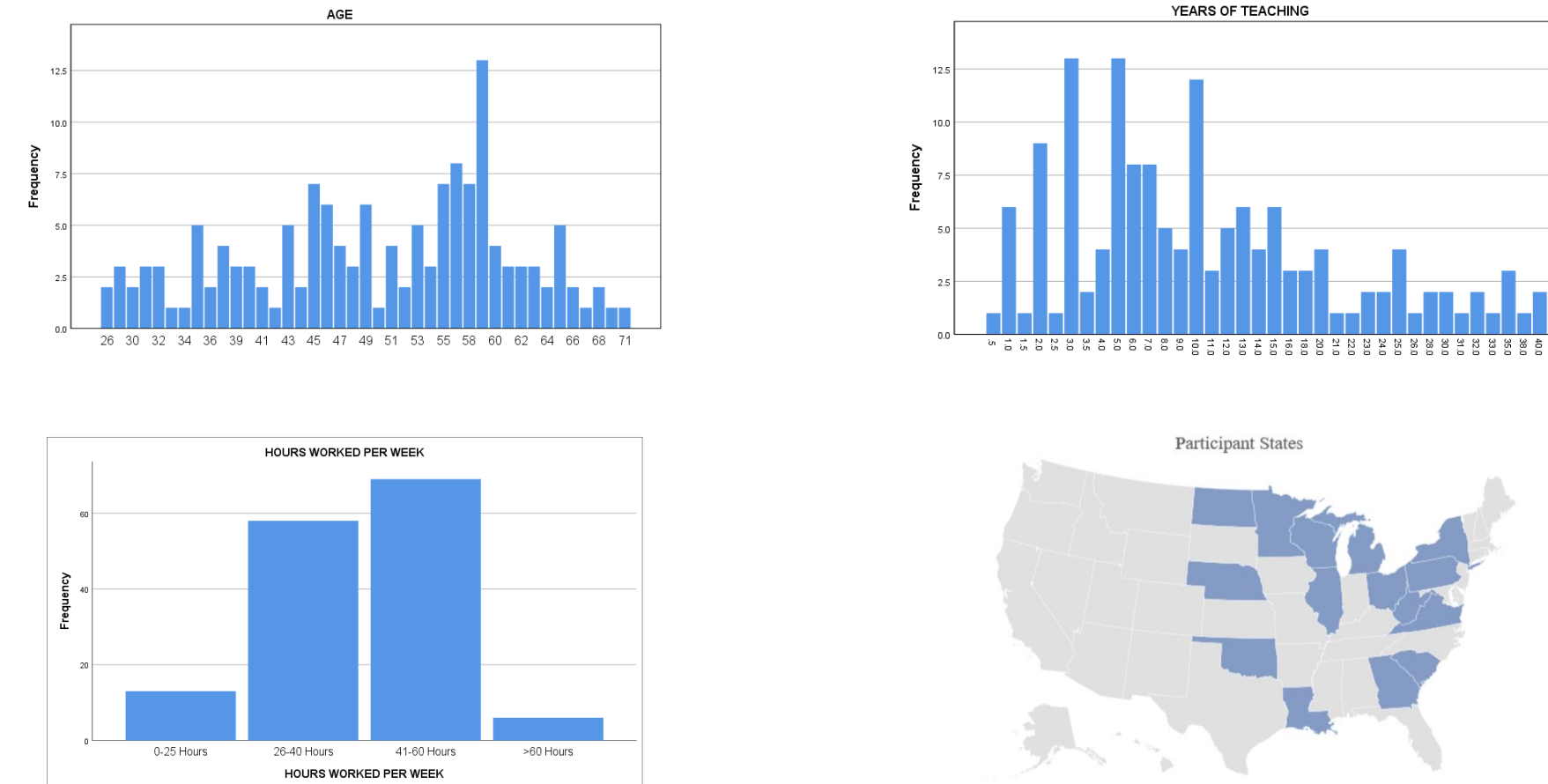
The purpose of this quantitative regression study was to describe and predict nurse educators' level of compassion fatigue and the degree of resilience on the intent-to-stay in academia.

#### Instrumentation

- Professional Quality of Life Scale Version 5
- Connor-Davidson Resilience Scale
- Price Scale on Intent to Stay

### Participants

Participants included 146 nurse educators working for an accredited nursing program that had student contact in the last 30 days.



### Research Questions and Results

#### Question 1

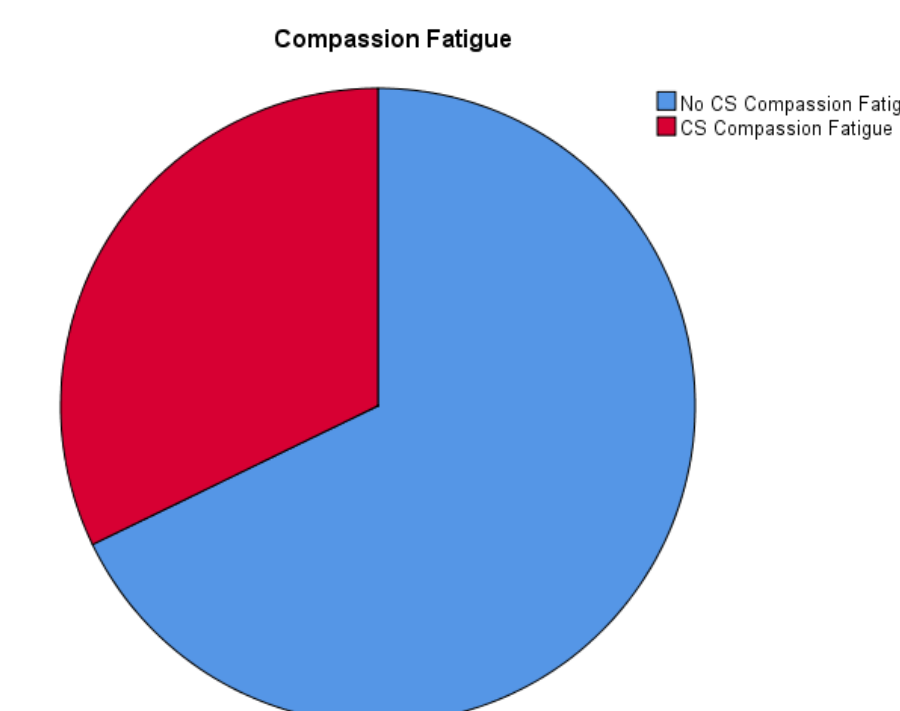
What is the relationship between nurse educators' level of compassion fatigue and intent to stay in academia?

- Resulted in a significant ( $p = .021$ ) positive correlation with a weak relationship ( $r = .190$ )

Frequency Table for Intent to Stay and Risk of Compassion Fatigue in Quartiles

Intent to Stay Quartiles	Count with Low-Risk CF		Count with High-Risk CF	
	<i>f</i>	Percent	<i>f</i>	Percent
1 <sup>st</sup> Quartile (L)	7	5.6	1	5
2 <sup>nd</sup> Quartile	24	19	1	5
3 <sup>rd</sup> Quartile	69	54.8	10	50
4 <sup>th</sup> Quartile (H)	26	20.6	8	40

Note:  $N = 146$ . CF = compassion fatigue, L = low intent-to-stay, H = high intent-to-stay. *f* = Frequency.



#### Question 2

What is the relationship between nurse educators' level of resilience and intent-to-stay in academia?

- Resulted in no significant relationship ( $p = .441$ )

#### Question 3

To what extent, if at all, does compassion fatigue or resilience, predict NEs' intent-to-stay in academia?

- Compassion fatigue significantly predicts NEs' intent-to-stay in academia.  $F(1, 144) = 5.42, p = .02$  and  $R^2 = .036$

Summary of Multiple Linear Regression Analysis for Compassion Fatigue Predicting Intent to Stay

Variable	<i>B</i>	<i>SE B</i>	$\beta$
Constant	10.75	0.30	
CF	1.94	.836	.19*
$R^2$	.036		
<i>F</i> for change in $R^2$	5.42*		

Note:  $N = 146$ .

\* $p < .05$ .

### Conclusion

This is the first study indicating that compassion fatigue exists and actually predicts nurse educator intent to stay. Compassion fatigue explained 3.6% of the predicted variance of the intent to stay.