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 ($r = .190$).

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 $R^2 = .036$.

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.