



# Carpe Noctem: Seizing the Night with Education, Excitement, and Eats

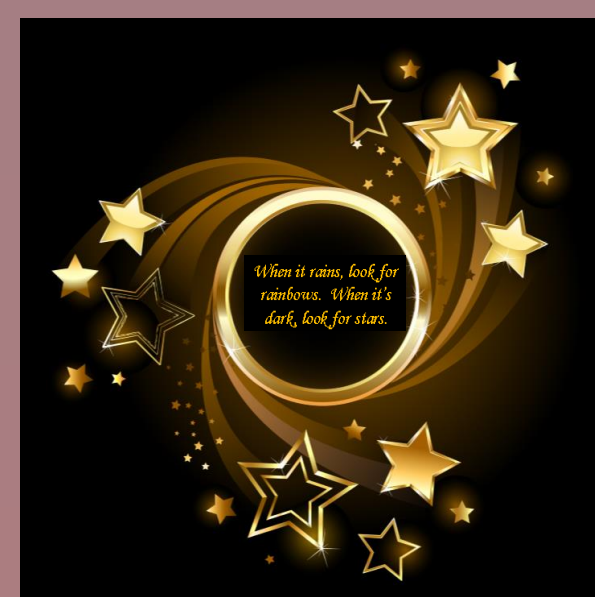
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## Background

Each year, staff receive an employee engagement survey. It was identified by the key stakeholders that one area that was deficient was night shift. In late 2015, a committee was formed to address how we can improve night shift staff engagement.

The committee consists of night shift supervisors and supported by the director of professional development as well as clinical education scholars. This team works and meets on night shift once a month and plans educational events and fun activities that occur during the night shift hours.



Members:  
Alison Baker  
Ben Buckeye  
Jill Crawford  
Erin Gabbert  
Sally Griepentrog  
Dawnie Mahrt  
Cassandra Morris  
Caite Pedersen  
Brandi Pittman  
Jayne Scott  
Robin Snyder  
Jada Warmick  
Kari Whitlow

## Lag Night

One area of opportunity identified was the fall time change for the night shift staff. This was a dissatisfier as they are required to work 13 hours. In response, the committee planned and hosted a "Lag Night" celebration. The celebration included a full service meal for dine in served by executive leadership of the organization. There was also a carry out option. In addition to the meal, each night shift employee was awarded a gift.



## Dine and Discovers

One educational opportunity that is offered to day shift staff is the Lunch and Learn. Our committee took that concept and optimized it to fit the needs of the night shift staff, calling it Dine and Discovers. These are 30 minute educational sessions with nursing contact hours granted. Three different times are offered in order to reach as many night shift staff as possible. Times offered are between 0100-0300. These times were determined by input from the night shift. Food is offered throughout all sessions.

The First 5 Minutes in Cardiac Arrest



The ZZZ's of Sleep for the Healthcare Worker



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## Eating Events

Throughout the year, the committee hosts various themed events. All events involve food, whether it be a free giveaway or a small charge for fundraising. These funds are then used for additional night shift events as well as to aid the organization.



## Results

Based on night shift employee satisfaction scores in 2016, scores hovered around 3.6. After the implementation of Carpe Noctem, scores began trending upward and in 2018, scores were 4.2.

Participation has increased since the committee's implementation of all activities, as well as the willingness of educators/speakers to present.

