

## Creating Healthy Work Environments VIRTUAL 2021

### Can We Find Joy in Nursing Education During a Pandemic?

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#### **Purpose:**

In nursing and other professions, it has been long agreed that culture plays a vital role in patient outcomes or the success of the organization. Culture also contributes to the satisfaction an employee has of his or her workplace. One key ingredient to a healthy culture in the workplace is the presence of professional joy. While it may be easy to assume that nurses easily find joy in their work, research reveals the myriad of variables that may contribute to a lack of joy in nursing. These variables include several issues within the nursing profession, such as moral distress, understaffing, burnout, compassion fatigue, and overall stressors that coincide with the role of a professional nurse. With a multitude of research surrounding these issues, it is time to focus on the positive aspects of the work environment and discover how to bring joy back into nursing. According to The Institute for Healthcare Improvement (IHI), there are nine strategic components of the framework for promoting joy in the workplace. These key components are fundamental for nurses to become happy, healthy, productive people. The purpose of this project focuses on joy among nurse faculty during a pandemic. While there are no validated instruments to measure joy directly, there are attributes within the faculty work environment that will be analyzed. Attributes will include faculty engagement, satisfaction, and burnout.

#### **Methods:**

This ongoing QI project focuses on joy among nurse faculty. The primary objective is to assess the levels of joy and related contributing factors in the academic workplace during a global COVID pandemic. Further, we will attempt to identify interventions that improve sustainability and levels of joy in the work environment. De-identified data will be collected using the MBI-ES tool. The 22-item survey will be conducted for faculty at midterm during the Summer 2020 and Fall 2020 terms. The project team will also assess annual nurse faculty turnover data. The goal is to reduce burnout and turnover in the workplace for faculty by 5% within the next twelve months as an indicator of the amount of joy.

#### **Results:**

Preliminary results show the majority of nursing faculty feel engaged, with low levels of emotional exhaustion and depersonalization and high levels of personal accomplishment. Some nursing faculty reported high emotional exhaustion, while only a few reported burnout or problematic results on both emotional exhaustion and depersonalization.

#### **Conclusion:**

Implementing strategies to promote joy by decreasing burnout will be implemented during this ongoing project. Due to the pandemic, processes for a new upcoming semester have not yet been determined. Faculty burnout will be reassessed in the fall semester during an unknown period of the end or middle of a pandemic.

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**Title:**

Can We Find Joy in Nursing Education During a Pandemic?

**Keywords:**

Joy, Nursing education and Pandemic

**Abstract Summary:**

The primary objective of a quality improvement project that assessed levels of joy and related contributing factors among nurse faculty during a global pandemic. Variables such as burnout, turnover, and faculty engagement were revealed.

**References:**

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First Primary Presenting Author

**Primary Presenting Author**

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**Author Summary:** Terry Hill is an Assistant Professor and curriculum coordinator at TTUHSC-SON in the Traditional BSN program in Lubbock, Texas. His project addressing nurse leader fatigue using a roundtable concept approach has recently been published in JONA. He is the vice-president of the Sigma Iota Mu chapter and wholeheartedly embraces with his fellow faculty the Sigma and IHI principles of bringing joy back to the healthcare workplace.

Second Author

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**Author Summary:** Dr. Gibson's research involves moral resilience, distress, and courage among nursing students. She is an assistant professor for a traditional BSN program and serves as implementation coordinator.

Third Author

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**Author Summary:** Dr. Franco has researched stress, coping, and resilience in nursing students. She is now identified by a health sciences center for developing a wellness program for students and serves on the executive committee for mental health in her institution.

Fourth Author

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**Author Summary:** Marnette Winner, MSN, RN, RN-BC specializes in identifying weaknesses in study skills and obstacles of student success in a BSN program. She currently works as a student retention faculty in her position at a health science center.