

Creating Healthy Work Environments VIRTUAL 2021

Creating Joyful Teams: An Evidence-Based Approach to Enculturate Faculty in an Environment of Academic Excellence

Carole D. Liske, PhD, MSN, RN¹

Deborah Dillard, PhD, MPA, MCH, RN, BC-NE²

Shunta' D. Fletcher, DNP, NE-BC²

(1)College of Health Professions: MSN Program, Western Governors University, Lexington Park, MD, USA

(2)College of Health Professions, Western Governors University, Salt Lake City, UT, USA

Purpose:

Predicted nursing shortages underscore the importance of recruiting and retaining quality nursing professionals in the academic setting who experience joy in the workplace. The rising demand for experienced diverse faculty is intensified as colleges of nursing attempt to increase graduates to meet workforce needs in a changing social climate through a responsive healthcare system. As access to healthcare is expanded through social reform, nursing academia must implement innovative strategies to better prepare and retain motivated, energized educators who are supported by a healthful work environment that is safe and honors diversity. The need for an evidence-based approach was identified through an analysis of human, team, and organizational factors contributing to successful faculty orientation and development.

The purpose of this presentation is to highlight how the implementation of evidence-based strategies and leadership principles provide the framework for an innovative new instructor orientation and professional development plan that transformed the culture of a faculty team and fostered an equitable work experience that increased joy in the workplace.

Methods:

The World Health Organization has identified burn-out as an occupational phenomenon leading to energy depletion, depersonalization, and decreased efficacy. Joy in professional work and relationships is a driver of engagement, satisfaction, pride in personal workmanship, quality outcomes, and enhanced organizational performance. The innovative new-instructor orientation and professional development strategies described in this presentation empowered new and existing faculty to customize and direct their own orientation based on their unique contributions, strengths, and weaknesses. The initiative also facilitated the identification of personalized individual professional development plans. Using a strategic team mentoring approach that incorporated elements from the *National League for Nursing Healthful Work Environment Toolkit*© 2018 and the *Institute for Healthcare Improvement (IHI) Framework for Improving Joy in Work*, new faculty were enculturated into a joyful team environment that supports the university leadership principles of excellence in education and ongoing personal and professional development.

Results:

Qualitative and anecdotal data indicated improved faculty satisfaction at the conclusion of orientation, enhanced communication and collaboration in the distribution of student

caseload and academic support, and increased compliance with change management and implementation of innovative instructional strategies.

Quantitative metrics demonstrated achievement of individual performance goals at a higher level of achievement (role model in the leadership principles and exceeds/outstanding in identified professional development goals). Improved course and student outcomes, and improved faculty retention and job satisfaction were also demonstrated.

Conclusion:

The implementation of evidence-based strategies and leadership principles that promote professional development and innovation resulted in the development of an innovative orientation and professional development plan that transformed the culture of a faculty team, celebrated diversity, increased joy in the workplace, improved personal productivity, and enhanced achievement of course and student outcomes.

Title:

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Keywords:

Diverse Faculty Culture, Joyful Workplace and Professional Satisfaction

Abstract Summary:

Joy in professional work is a driver of professional satisfaction, quality outcomes, and enhanced performance. This presentation describes an innovative orientation and professional development initiative that empowers new faculty to customize orientation and professional goals and allows existing faculty to sustain a joyful professional work experience by incorporating evidence-based practices.

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First Primary Presenting Author

Primary Presenting Author

Carole D. Liske, PhD, MSN, RN
 Western Governors University
 College of Health Professions: MSN Program
 Graduate Program Manager
 Lexington Park, Maryland
 USA

Author Summary: Dr. Liske is an award-winning nurse leader, mentor, and active member of Sigma. Carole is committed to joy in work and currently serves on the Sigma Board of Directors as Regional Chapters Coordinating Committee Chair. She passionately coordinates activities of 21 Global Region Coordinators who support chapters and promote the Sigma Mission and Vision to Infuse Joy. Carole belongs to five chapters, served as President of three chapters and is currently President of Psi Upsilon.

Second Secondary Presenting Author

Corresponding Secondary Presenting Author

Deborah Dillard, PhD, MPA, MCH, RN, BC-NE
 Western Governors University
 College of Health Professions
 Graduate Nursing Faculty
 Salt Lake City, Utah
 USA

Author Summary: Dr Dillard completed her Masters in Community Health and then joined the US Air Force where she achieved the rank of Lt Colonel while also earning her 2nd Masters in Public Administration. She served as Chief Nurse and as Deputy Medical Group Commander in US and overseas facilities. Since retiring from the USAF, Deborah earned her PhD in Nursing and Nurse Executive Certification. She currently serves as a Graduate Nursing Faculty member at WGU.

Third Secondary Presenting Author

Corresponding Secondary Presenting Author

Shunta' D. Fletcher, DNP, NE-BC, RN, NE-BC, CVRN-BC
Western Governors University
College of Health Professions
Graduate Nursing Faculty
Salt Lake City, Utah
USA

Author Summary: Shunta' Fletcher is a nurse education specialist and author. She earned her DNP in Healthcare Systems Leadership and an MSN in Nursing Education. She is an American Nurses Credentialing Center (ANCC) board-certified Nurse Executive and Content Expert. A current member of Phi Chi, Phi Pi, Psi Upsilon chapters of Sigma, Dr. Fletcher has presented at several conferences including Sigma Leadership Conference and the ANCC Magnet Conference.