Title:
Surviving and Thriving in a “Not-So-Healthy” Academic Work Environment

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Session Title:
Impacting the Work Environment: From Bedside to Academia

Slot:
D 02: Saturday, 18 March 2017: 9:00 AM-9:45 AM

Scheduled Time:
9:00 AM

Keywords:
academic work environment, nursing faculty and resilience

References:


Abstract Summary:
Participants will be guided in the development of a personal strategic plan to increase resilience through self-reflection and identification of protective factors to develop and/or enhance, and the creation of specific strategies to actively and confidently move forward in their professional career trajectory.
**Learning Activity:**

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tbody>
<tr>
<td>Describe the concept of resilience and how it relates to the nursing academic work environment.</td>
<td>Describe the attributes of resilience specific to the nursing faculty role.</td>
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<td>1. Create a strategic plan to successfully move forward and thrive as an engaged and productive member of nursing academia.</td>
<td>Identify personal protective factors to develop and/or enhance. Develop an action plan to promote personal resilience using selected strategies described in the presentation.</td>
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**Abstract Text:**

Nursing faculty experience unique stressors in the academic work environment that can contribute to moral distress, job dissatisfaction, and attrition. For those working in an unhealthy or toxic work environment, the daily stressors experienced are compounded by the added stress of surviving within a perceived uncivil ethos. Resilience is a concept often discussed when exploring work-related stressors and perceived adversity. While efforts to promote healthy work environments are strongly encouraged and should be emphasized, there is the unfortunate reality of the continued existence of unhealthy academic settings. Nursing faculty working in these settings often struggle with the cumulative effects of these stressors while working through the decision to leave or stay. Many will leave prematurely to escape the current situation before they are able to thoroughly assess more positive opportunities.

The purpose of this interactive presentation is to explore the application of the evidence-based program, RN P.R.E.P. (personal resilience enhancement plan), to assist these faculty members in fostering personal resilience to enhance effective coping, promote career longevity, and reduce the negative effects of working within a “not-so-healthy” work environment while exploring realistic and positive options to meet their professional goals. The concept of resilience will be explored and applied to the challenges often reported by nursing faculty (e.g. moral distress). Attention will be given to selected protective factors and their use as effective coping mechanisms to promote personal growth and well-being. Participants will be guided in the development of a personal strategic plan to increase resilience through self-reflection, environmental assessment, the identification of protective factors to develop and/or enhance, and the creation of specific strategies to actively and confidently move forward in their professional career trajectory. Finally, participants will be encouraged to promote resilience-enhancing strategies within colleagues and student groups to affect change and foster civility and collegiality through role modeling and positive leadership.