Why Meaningful Recognition Matters:
Helping Nursing Faculty Bloom During a Pandemic

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DISCLOSURES

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PURPOSE

- Implement and promote a meaningful recognition (MR) program
- Foster a Healthy Work Environment in nursing academia
HWE STANDARD: MEANINGFUL RECOGNITION

**Clinical Setting**
Nurses must be recognized and must recognize others for the value each brings to the work of the organization (AACN, 2016)

**Academic Setting**
Faculty and staff are recognized and recognize others for the value each brings to the work of the organization (Harmon et al., 2018)

BACKGROUND

Nursing Faculty shortage

Meaningful recognition in a clinical setting promotes a Healthy Work Environment

Meaningful recognition in nursing academia has not been previously studied
METHODS

• Tri-institutional research studies
• Longitudinal, quasi-experimental, pre- and post-survey design using the Professional Quality of Life Scale

FIGURE 1: DIAGRAM OF PROFESSIONAL QUALITY OF LIFE
The DAISY Award for Extraordinary Nursing Faculty

Nurse Engagement
Promotes Extraordinary Compassionate Care
Improves Satisfaction and Retention
Resilience

Patient/Family Experience
Communicates Profound Gratitude
Reinforces Patient and Family Centered Care
Community Loyalty

Healthy Work Environment
Celebrates All the Right
A reminder of the ‘why’ in nursing
RESULTS

Compassion Satisfaction (CS)

Phase 1
\( \mu = 41.12 \)
SD= 5.47

Phase 2
\( \mu = 37.40 \)
SD= 5.79

Burnout (BO)

Phase 1
\( \mu = 29.52 \)
SD= 4.52

Phase 2
\( \mu = 26.92 \)
SD= 6.18

Secondary Trauma Scale (STS)

Phase 1
\( \mu = 24 \)
SD= 4.73

Phase 2
\( \mu = 24.56 \)
SD= 7.51

Phase 1 data Collection (n= 36) Baseline – Moderate levels: CS, BO, STS

Phase 2 data Collection (n= 36) Baseline – Moderate levels: CS, BO, STS

Levels: High: 42 or more; Moderate: Between 23 and 41; Low: 22 or less
Compassion satisfaction higher scores favorable, while for BO and STS lower scores are favorable
RESULTS

Compassion Satisfaction (CS)
Phase 1
\( \mu = 44.5 \)
SD = 1.48

Burnout (BO)
Phase 1
\( \mu = 19.1 \)
SD = 1.8

Secondary Trauma Scale (STS)
Phase 1
\( \mu = 19.5 \)
SD = 0.8

Phase 1 data Collection (n=65) Baseline – High: CS; Low: BO, STS

Compassion Satisfaction (CS)
Phase 2
\( \mu = 44.5 / 43 \)
SD = 1.48
p = 0.14

Burnout (BO)
Phase 2
\( \mu = 19.1 / 20.9 \)
SD = 1.8
p = 0.13

Secondary Trauma Scale (STS)
Phase 2
\( \mu = 19.5 / 20.3 \)
SD = 0.8
p = 0.45

Phase 2 data Collection (n=44) Baseline – High: CS; Low: BO, STS

Levels: High: 42 or more; Moderate: Between 23 and 41; Low: 22 or less
Compassion satisfaction higher scores favorable, while for BO and STS lower scores are favorable
## RESULTS

### Phase 1 Data Collection - (n=313) Baseline – High: CS; Low: BO, STS

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<thead>
<tr>
<th>Measure</th>
<th>Phase 1</th>
<th>Phase 2</th>
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<tbody>
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<td>$\mu=44.55$</td>
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<td>Burnout (BO)</td>
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<td>$SD=3.69$</td>
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### Phase 2 Data Collection - (n=108) Baseline – High: CS; Low: BO, STS

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**Levels:** High: 42 or more; Moderate: Between 23 and 41; Low: 22 or less

Compassion satisfaction **higher** scores are favorable, while for BO and STS **lower** scores are favorable.
DISCUSSION

Results

Impact of COVID – 19

Implications
NEXT STEPS

• Replicate study for longitudinal data to compare changes post-pandemic

• Continue collaboration to share best practices

• Contribute to the science of MR in nursing academia through dissemination
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QUESTIONS

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REFERENCES


A comprehensive, sustainable system with formal processes to recognize all team members for the contributions and value they bring to the work of the organization.

A systematic process for all team members to engage in a MR system to recognize the contributions of colleagues and the value they bring to the organization.

The MR system ensures “individuals receive recognition consistent with their personal definition of meaning, fulfillment, development, and advancement at every stage of their professional career.”

Inclusive of processes to nominate team members for recognition in local, regional, and national venues.

Must validate the recognition is meaningful to those being acknowledged.

Ongoing, regular evaluation of the MR system, ensuring effective programming that helps move the organization toward a sustainable culture of excellence.