

# Meaningful Recognition

Implementing the DAISY Award for Extraordinary Nurse Faculty

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Ann Joyce, PhD

Emily Kent, BA, BS

Susan Perry, PhD, CRNA, APRN, FAAN

L. Alan Todd, DNP, CRNA

Kenneth Wofford, PhD, CRNA



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## Disclosures

- The presenters for this presentation have disclosed no conflict of interest related to this topic.

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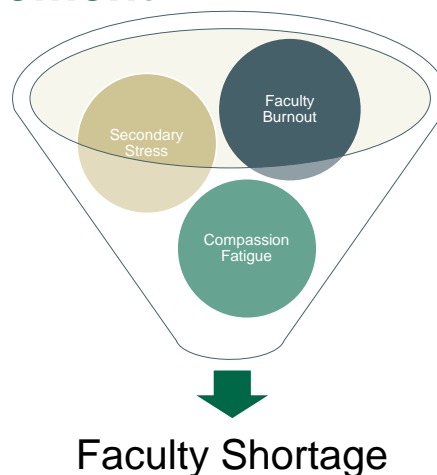
## Objectives

As a result of participating in this activity, the learner will be able to:

1. Review the theoretical basis for a meaningful recognition program.
2. Discuss the strategies to implement a meaningful recognition program.
3. Discuss the ProQol survey as it relates to USF College of Nursing faculty.
4. Consider various methods for research dissemination.

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## Problem Statement



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## Compassion Fatigue & its Consequences




(Lombardo & Erye, 2011; Coetzee & Klopper, 2010; Jenkins & Warren, 2012)

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## The DAISY Foundation™

- An acronym for Diseases Attacking the Immune System
- Dedicated to honoring and recognizing extraordinary nurses and nursing faculty through formal recognition
- Previous research has demonstrated nurses who have been **NOMINATED** for a DAISY Award are significantly more likely to have higher compassion satisfaction and lower compassion fatigue (Kelly, Spencer & Runge, 2015)

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## Benefits of Meaningful Recognition

Benefits	References
• Healthy Work Environment	Ulrich, et al, 2014
• Self-Esteem	Christiansen, 2008
• Perceived Organizational Support	Luthans et al, 2008
• Retention	Madden et al, 2012
• Job embeddedness	Hayes et al, 2006
• Workgroup cohesion	Tourangeau and Cranley, 2006
• Job satisfaction	Qaseem, 2007
• Patient satisfaction	McClelland and Vogus, 2014

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## Benefits of Compassion Satisfaction



(Perry, 2008; Hooper et al., 2010; Stamm, 2010)

# Purpose



Increase compassion satisfaction



Decrease compassion fatigue



Recognize Extraordinary Nursing Faculty



Increase faculty resilience

# Award Implementation



Create a nomination



Create a contact list of alumni & students



Selection Committee



Announce the nominees



Supplies



Ceremony

# RESEARCH METHODS

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## Setting and Sample

- USF Health College of Nursing
  - Inclusion: All Faculty
  - Exclusion: None
- Sent via Qualtrics
  - Summer 2020
  - Spring 2021
  - Three Prompts to Complete



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## Methods: Sociodemographics

- 13 Questions
  - Age
  - Race/Ethnicity
  - Teaching Experience
  - Rank
  - Hours Worked per Week
  - Degree
  - National Certification
  - Professional Organization Membership
  - Awareness of the DAISY Award
  - Previous Nomination for the DAISY Award
  - Number of Times Nominated for DAISY Award
  - Previous DAISY Award Attendance

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## Measures: Quality of Life

- 30-Item Professional Quality of Life (PROQOL) Measure
  - Three dimensions/subscales
    - Compassion Satisfaction
    - Burnout
    - Secondary Traumatic Stress
  - Five-point Likert-Type response
    - 'Never' to 'Very Often'
  - Range: 10-50
    - $\leq 22$  = 'Low'
    - 23-41 = 'Moderate'
    - $\geq 42$  = 'High'
  - Internal consistency-reliability > .80
  - Sensitive to recognition programs over time

- \_\_\_\_\_ 1. I am happy.
- \_\_\_\_\_ 2. I am preoccupied with more than one person I [help].
- \_\_\_\_\_ 3. I get satisfaction from being able to [help] people.
- \_\_\_\_\_ 4. I feel connected to others.
- \_\_\_\_\_ 5. I jump or am startled by unexpected sounds.
- \_\_\_\_\_ 6. I feel invigorated after working with those I [help].
- \_\_\_\_\_ 7. I find it difficult to separate my personal life from my life as a [helper].
- \_\_\_\_\_ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I [help].
- \_\_\_\_\_ 9. I think that I might have been affected by the traumatic stress of those I [help].
- \_\_\_\_\_ 10. I feel trapped by my job as a [helper].

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## Measures: Intent to Leave

- Six Questions about 'Intent to Leave'
  - Do you plan to be in your current position one year from now?
    - 'Yes'/'No'
  - Have ever you ever considered leaving nursing education?
    - 'Yes'/'No'
  - In the past year have you considered leaving nursing education?
    - 'Yes'/'No'
  - How satisfied are you with your current position?
    - 4-Point Likert-Type ('Very Dissatisfied' to 'Very Satisfied')
  - What is your level of enjoyment with your work?
    - 4-Point Likert-Type ('Very Little Enjoyment' to 'Very Enjoyable')
  - How much stress do you currently experience with your work?
    - 4-Point Likert-Type ('Very Little Stress' to 'Very Stressful')

## Methods: Qualitative

- Two free-text response questions
  - 'Do you feel that compassion fatigue is an issue for you in your role as faculty? If so, please give examples of how you are impacted by compassion fatigue in dealing with your students/patients/leaders.'
  - 'Do you feel that compassion satisfaction positively impacts your resiliency as a nursing faculty? If so, please give examples of how you have experience compassion satisfaction in dealing with your students/patients/leaders.'



## Sociodemographic Results

- 72 responses Summer 2020, 50 responses Spring 2021
- Primarily White, Not Hispanic or Latino, aged 45-64, between 5 and 14 years of experience teaching, Assistant Professor rank
  - NSD before and after implementation
- Awareness of the DAISY Award:
  - 72% before implementation
  - 96% after implementation
- Previous Nomination for a DAISY Award:
  - 11% before implementation
  - 42% after implementation
- Previous Attendance at a DAISY Award Ceremony:
  - 38% before implementation
  - 86% after implementation

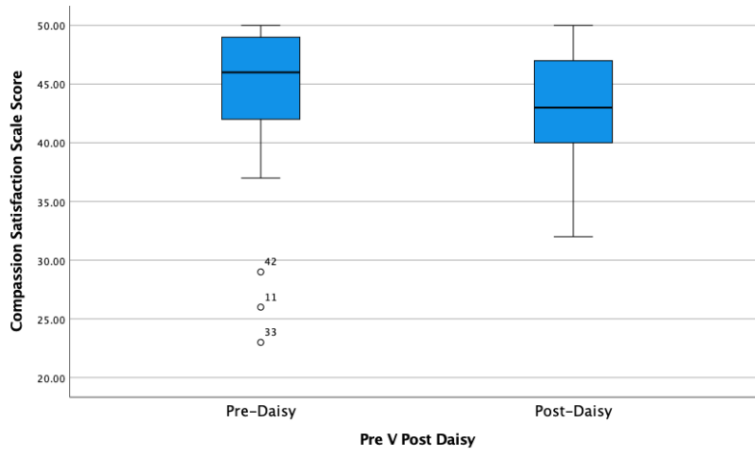
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## PROQOL Results

- Completeness and Internal Consistency-Reliability
  - Compassion Satisfaction Scale
    - 65 before, 43 after
    - Alpha = .91
  - Burnout Scale
    - 65 before, 46 after
    - Alpha = .87
  - Secondary Traumatic Stress Scale
    - 63 before, 44 after
    - Alpha = .82

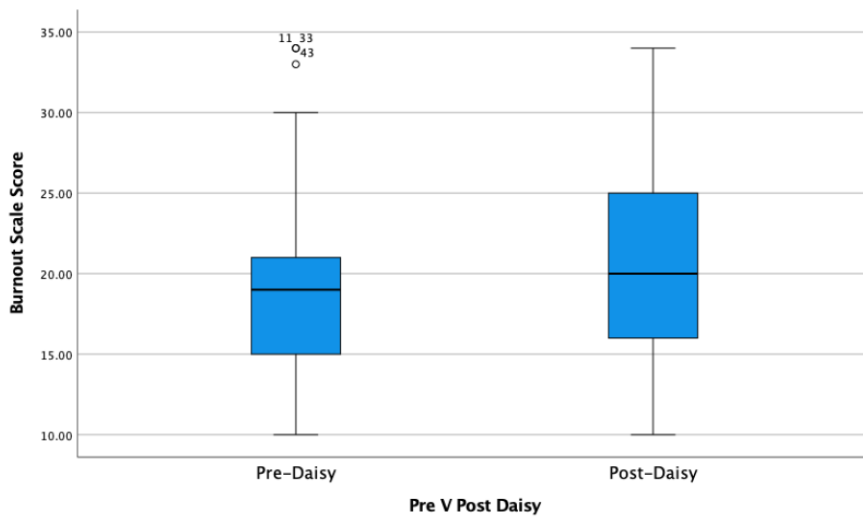
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## Compassion Satisfaction Scale Results



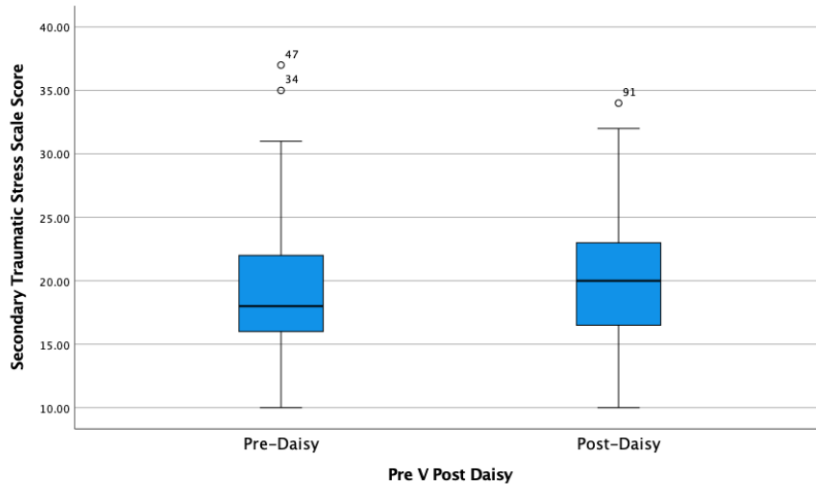
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## Burnout Scale Results



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## Secondary Traumatic Stress Scale Results



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## Intent to Leave Results

- Plan to remain in position > 1 year?
  - 92% before, 89% after
- Ever thought about leaving?
  - 43% before, 44% after
- Thought about leaving in past year?
  - 39% before, 40% after
- Majority very satisfied, find work very enjoyable, and experience moderate stress
- No significant difference before to after

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# DISCUSSION, SUMMARY, AND FUTURE

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## Summary of Results

- Fewer respondents after implementation, but no significant difference to pre-implementation
- Greater proportion aware of DAISY Award, nominated for DAISY Award, and participated in DAISY Ceremony
- No significant decrease in Compassion Satisfaction or increase in Burnout and Secondary Traumatic Stress
- No significant change in intent to remain in position, intent to leave, work enjoyment, or work-related stress
- Quasi-experimental pre/post design (effect conflated with maturation and HISTORY), and there was a pandemic going on.

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## Discussion

- Kelley & Lefton, 2017
  - DAISY Award Program implemented in the clinical setting
  - ProQOL for 491 nurses
    - Decrease perception of compassion fatigue
    - Increase in level of compassion satisfaction
    - Younger nurses experience higher levels of burnout and lower levels of compassion satisfaction
  - Concluded: compassion fatigue impacts nursing retention and **organizational investment to reduce compassion fatigue can reduce turnover and burnout**

## Discussion

- Dr Deb Trautman, president and CEO of the American Association of Colleges of Nursing (AACN)
  - "As academic nursing leaders, we understand the strong connection between having a robust supply of resilient faculty and the ability to meet the nation's healthcare workforce needs. Nurse faculty are essential to preparing future generations of nurses, which will ensure that patients and communities have access to frontline caregivers and essential healthcare services. To protect this precious resource, **AACN is calling on all schools of nursing to create healthy work environments where educators can thrive and flourish**" (Sweeny, 2019).

## Continuing the momentum...where do we go from here?

- Continuing the DAISY Award program to acknowledge the impact faculty have on students, patients and the nursing profession
  - Goals: Improve compassion satisfaction, reduce compassion fatigue and burnout.
- What other programs can be developed to build and sustain nursing faculty resilience?
- How can we continue to provide meaningful recognition of nursing faculty?

## Multi-institutional Research Project



# Questions?

Thank you!

