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

Disclosures

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

Problem Statement

Faculty Shortage

Secondary Stress

Compassion Fatigue

Faculty Burnout
Compassion Fatigue & its Consequences

Compassion Fatigue
- Safety Risks
- Apathy
- Loss of Empathy
- Poor Judgement
- Desire to Quit
- Emotional Distress
- Workdays Lost

(Compassion Fatigue: Apathy, Loss of Empathy, Poor Judgement, Desire to Quit, Emotional Distress, Workdays Lost; Lombardo & Erye, 2011; Coetzee & Klopper, 2010; Jenkins & Warren, 2012)

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)
### Benefits of Meaningful Recognition

<table>
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<tr>
<th>Benefits</th>
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<tr>
<td>Self-Esteem</td>
<td>Christiansen, 2008</td>
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<td>Perceived Organizational Support</td>
<td>Luthans et al, 2008</td>
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<td>Retention</td>
<td>Madden et al, 2012</td>
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<td>Job embeddedness</td>
<td>Hayes et al, 2006</td>
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<td>Workgroup cohesion</td>
<td>Tourangeau and Cranley, 2006</td>
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<td>Job satisfaction</td>
<td>Qaseem, 2007</td>
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<td>Patient satisfaction</td>
<td>McClelland and Vogus, 2014</td>
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### Benefits of Compassion Satisfaction

- Energized Moments
- Patient Satisfaction
- Feelings of Contribution
- Caring

(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

Setting and Sample

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

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
    - ≤ 22 = ‘Low’
    - 23-41 = ‘Moderate’
    - ≥ 42 = ‘High’
  - Internal consistency-reliability > .80
  - Sensitive to recognition programs over time
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

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
Compassion Satisfaction Scale Results

![Compassion Satisfaction Scale Chart]

Burnout Scale Results

![Burnout Scale Chart]
Secondary Traumatic Stress Scale Results

Intent to Leave Results

• Plan to remain in position > 1 year?
  • 92% before, 89% after

• Ever thought about leaving?
  • 43% before, 44% after

• Though 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
DISCUSSION, SUMMARY, AND FUTURE

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.
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!

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College of Nursing