

UMCNO ED Nurse Retention

Michael Okoronkwo (LSU New Orleans Section of Emergency Medicine), David Rayburn (LSU)

Several sources have attributed inadequate workforce support, poor workplace conditions, and Emergency Department (ED) boarding challenges as significant factors challenging retention in nursing staff working in critical care environments [1][2][3]. Over 22,000 nurses were sampled (most of which in California, New York, and Texas) to explore feelings they experienced which challenged their work experience in a two-week period. Feelings of exhaustion, overwhelm, and irritability predominated [4]. Findings from a sample of University Medical Center New Orleans (UMCNO) ED nurses suggest overwhelm as the major feeling experienced from working in a two-week period. Multiple sources have explored and recognized factors related to overwhelming states experienced by healthcare workers, including nurses [5][6]. Notable factors included high workloads/staffing shortages, navigating family relationships, and concerns over personal treatment. This insight informed the design of a follow up survey of same sample size and sex/race characteristics of original survey, in which respondents suggested high workloads/staffing shortages as a primary cause of feeling overwhelmed. The moderating role of resilience intervention via a workplace-based serenity room has been shown to improve critical care nurse work experience satisfaction [7]. Thus, high workloads/staffing shortages may compromise nursing resilience which may lead to overwhelming work experiences of UMCNO ED nurses. A dedicated serenity room may achieve UMCNO ED nursing resilience by providing an environment for mindfulness practices which can mitigate potential complications related to an overwhelming experience of high workloads/staffing shortages. This approach has been proven to decrease burnout in critical nurses [7]. This impact may serve to facilitate UMCNO ED nursing staff retention.