

The faculty of Delgado Community College, Charity School of Nursing are keenly aware of national survey data that supports the notion that many nurses, including nurse educators, do not perceive their organizations care about their well-being and most are experiencing stress, frustration, and lack of recognition for excellent work.

This faculty is committed to focus on a culture of wellness with our nursing students, staff, and faculty. This commitment is evident in our curricula, classrooms, clinical experiences, policies, training of management, orientation of new faculty and students, and measurable outcomes. We strive to cultivate a healthy workplace environment using best practice standards and strategies. We plan to practice gratitude by participating in the Daisy Award.

Nursing is a caring profession. In caring for others, it is the responsibility of all nurses, like nurse educators, to emulate wellness behaviors for those entering the nursing profession. Nurse educators have the honor and responsibility of preparing nursing graduates for a workforce that is ever changing. Promoting well-being is the responsibility of everyone who is involved in patient care outcomes.

Burnout has a high cost to human beings and industry. The climate of the workplace environment is the number one indicator of burnout. Non-supportive environments increase the risk of burnout. Burnout has been reported even when nursing students are still in school with a greater risk for burnout during their first two years after graduation. We will strive to create a healthy work and learning environment by incorporating skilled communication, true collaboration, effective decision making, appropriate staffing, meaningful recognition, and authentic leadership.

Through a relationship-focused leadership style, integral human factors that foster well-being should enhance behaviors that promote well-being for the nursing student. These factors include promoting self-care and individual resilience through modeling. Coupled with striving to manage environment stressors, it is believed that these factors will promote a healthy work and learning environment, and thus, positively impact the learning environment.

Beginning year 2022, the nursing faculty pledge to implement resilience-building strategies in our curriculum to minimize perceived environmental stressors that impact the role of our nursing students, faculty members, and staff.