

ETHICS ENGAGEMENT: PROFESSIONAL OBLIGATION?

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DANIELS FUND
ETHICS INITIATIVE
Collegiate Program

UCCS
College of Business
UNIVERSITY OF COLORADO **COLORADO SPRINGS**

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AGENDA

Introduction

Moral Inspiration

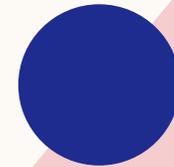
The State of Nursing

Nurses' Experience with COVID Study

Academia as an Influencer = Nursing Graduate Course

Daniels Fund Ethics Initiative Principles and
Application to the Nursing Profession

Summary



INTRODUCTION

Ethical engagement: Building relationships through serving mutual interests which should be a two-way street. Recognizing the diversity of individuals and communities

Based on this informal definition, do we as professionals, citizens of our community, country and society have a professional obligation to engage in ethics (in some fashion)?

MORAL INSPIRATION



Let's begin with what we know about the
state of the nursing profession

THE STATE OF NURSING

- Nursing is the nation's largest healthcare profession, with nearly 4.2 million registered nurses (RNs) nationwide. Of all licensed RNs, 84.1% are employed in nursing.¹
- Projection: more than 203,000 new registered nurse positions will be created each year from 2021-2031.²
- Registered Nurses comprise one of the largest segments of the U.S. workforce; among the highest paying large occupations. Nearly 55% of RNs worked in general medical and surgical hospitals, with an average salary of \$77,600 per year according to the Bureau of Labor Statistics.^{2,3}
- Nurses are primary providers of hospital patient care and deliver most of the nation's long-term care.
- Employment of registered nurses is projected to grow by 6% each year from 2021 to 2031.²
- Most healthcare services involve some form of care by nurses.

THE STATE OF NURSING

- Nursing operates independent.¹
- With more than three times as many RNs in the United States as physicians.³
- Most registered nurses today enter practice with a baccalaureate degree offered by a four-year college or university.²
- Employers are expressing a strong preference for new nurses with baccalaureate preparation.
- Findings from AACN latest survey on the Employment of New Nurse Graduates show that nearly 41% of employers require new hires to have a bachelor's degree while 77% strongly prefer baccalaureate-prepared nurses.⁴
- In 2020, 14.9% of the nation's registered nurses held a master's degree and 2.2% held a doctoral degree as their highest educational preparation.¹

The background features a dark blue circle on the left and a light pink circle on the right, both overlapping a central white area. The pink circle contains several thin, white, concentric circular lines.

Ask yourself: Do
we have a
professional
obligation to
engage in ethics
(in some fashion)?

NURSES' EXPERIENCE WITH COVID STUDY

Support from Within: Mental Health Needs and Deficits of Nurses During COVID-19

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PKR Patient Safety CNS

*We extend the healing ministry of
Christ by caring for those who are ill
and by nurturing the health of the
people in our communities.*

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Parker Adventist
Hospital



centura

Penrose
Hospital



centura

St. Francis
Hospital

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*All research members have no
conflicts of interest to disclose*

PURPOSE

- **Purpose:** The purpose of this study is to describe the lived experiences of Nurses who cared/prepared to care for COVID-19 patients.
- **Specific aims:**
 - To capture psychological impact including fear and uncertainty among Nurses who cared/prepared to care for COVID-19 patients in the Centura Healthcare System* focusing on mental health.



*Large Regional Healthcare System for Colorado and Western Kansas



WHA House Statement: W America's Mental Health Crisis in February 2, 2022



🏠 / Advocacy / Testimony

By Tara
Dec. 17,

The Pandemic's Toll on Behavioral Health of Health Care Workers

The nation's entire health care workforce is strained from the ongoing pandemic, and health care workers often suffer emotional and physical stress from treating COVID-19 patients. A National Academy of Medicine study found that between 35%-54% of clinicians report at least one symptom of burnout, more than double the amount of burnout found in other fields.

AUGUST 11,

By Tim Brouk, tbrouk@purdue.edu

MARCH 01, 2022 • STATEMENTS AND RELEASES

[https://www.aaha.org/advocacy/testimony/2022/02/02/w-h-a-house-statement-america-s-mental-health-crisis-february-2-2022](#)
[https://www.aaha.org/advocacy/testimony/2022/02/02/w-h-a-house-statement-america-s-mental-health-crisis-february-2-2022](#)
[https://www.aaha.org/advocacy/testimony/2022/02/02/w-h-a-house-statement-america-s-mental-health-crisis-february-2-2022](#)
[https://www.aaha.org/advocacy/testimony/2022/02/02/w-h-a-house-statement-america-s-mental-health-crisis-february-2-2022](#)
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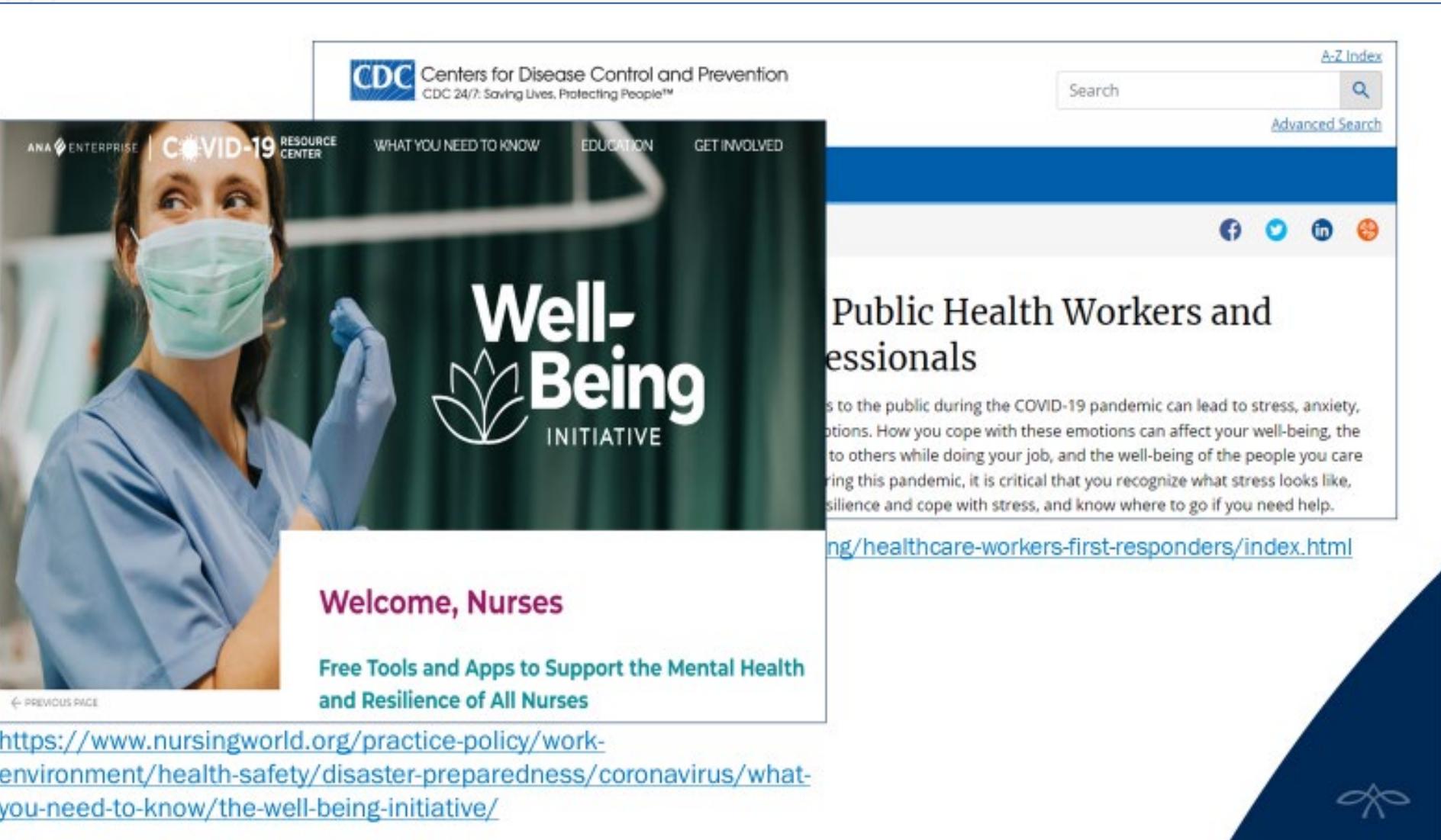


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COVID-
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The image is a screenshot of a CDC webpage. At the top left is the CDC logo with the text "Centers for Disease Control and Prevention" and "CDC 24/7: Saving Lives. Protecting People™". To the right is a search bar with "Search" and a magnifying glass icon, and links for "A-Z Index" and "Advanced Search". Below the header is a navigation menu with "ANA ENTERPRISE", "COVID-19 RESOURCE CENTER", "WHAT YOU NEED TO KNOW", "EDUCATION", and "GET INVOLVED". The main content area features a large image of a nurse in blue scrubs, a green surgical mask, and blue gloves. Overlaid on the image is the "Well-Being INITIATIVE" logo, which consists of a stylized leaf icon and the text "Well-Being INITIATIVE". Below the image is a white box with the text "Welcome, Nurses" in purple, "Free Tools and Apps to Support the Mental Health and Resilience of All Nurses" in teal, and a "← PREVIOUS PAGE" link. To the right of the image is a section titled "Public Health Workers and Professionals" with a paragraph of text. At the bottom of the page is a URL: <https://www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/the-well-being-initiative/>. The bottom right corner of the page has a dark blue triangle with a white leaf icon.

CDC Centers for Disease Control and Prevention
CDC 24/7: Saving Lives. Protecting People™

ANA ENTERPRISE | COVID-19 RESOURCE CENTER | WHAT YOU NEED TO KNOW | EDUCATION | GET INVOLVED

Well-Being INITIATIVE

Welcome, Nurses

Free Tools and Apps to Support the Mental Health and Resilience of All Nurses

← PREVIOUS PAGE

Public Health Workers and Professionals

...s to the public during the COVID-19 pandemic can lead to stress, anxiety, ...ptions. How you cope with these emotions can affect your well-being, the ...to others while doing your job, and the well-being of the people you care ...ring this pandemic, it is critical that you recognize what stress looks like, ...sistance and cope with stress, and know where to go if you need help.

<https://www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/the-well-being-initiative/>

METHODOLOGY: Areas of Interest Explored

Overall experience with caring for/preparing to care for COVID-19 patients

Negative experiences while caring for/preparing to care for COVID-19 patients
(Emotions)

Positive experiences while caring for/preparing to care for COVID-19 patients
(Emotions)

Feelings about the nursing profession: leaving/encouraging others to come into the
profession; views toward nursing

Effect on your health behavior

Impact on personal health

Impact on mental health

Feelings about receiving vaccine as a healthcare worker



METHODOLOGY: Areas of Interest Explored

Feelings about nurses who are not working with COVID-19 patients

Suggestions for improving your experience

Tools/resources to improve the situation

Emotional resources and/or physical resources (i.e. testing, vaccine, etc.)

Communication issues that you would improve

Negative or positive experiences with leadership

Advice would you give providers, staff or fellow nursing colleagues or leadership

Academia help with training new nurses



QUALITATIVE RESULTS – Mental Health

19 Focus Groups
648 Total Codes

Mental Health – 18 Codes

Mental Health Themes

1. The Human Cost is TOO MUCH to Bear
2. Moral Injury – Relentless
3. Emotionally Worn Out – Whole World is Paused, Not for Nurses
4. No Resources – No Outlets
5. Numbness – Mental PPE

“I would definitely say that mental health it, kind of, gets – – Sent to the sidelines because it's the last thing on the list”



Mental Health Theme 2

Moral Injury – Relentless

- Situation/Environment did not allow nurses to perform in alignment with ethical code of conduct or personal beliefs
- Core values violated as nurses – Lose-Lose, you cannot win
- Self-identified moral injury by subjects – deeply felt as damaging to their values
- No easing of pressure due to constant emotional and spiritual pain
- Emotional impacts: Guilt, feeling used



2. Moral Injury – Relentless

It's a moral injury if you want to do better and now our hands are tied and we can't, and we're the ones that are going to have to live with that.

I'm not a hero; I went through moral injury because I was put in a situation that I could never win. So, does that make me a hero or does that make me stupid for going through that?

I think one of the hardest things was to watch like the broken spirit of the hospital that I was working for; I mean my floor had two codes a night with like 44 patients—like that's not good odds, and it was just constant like all over the hospital, and you could just tell everybody, they had given up before they started, things like watching their basic BLS skills fall apart, watching them just waiting until they could call it after the second round of Epi; like it was really, really hard because you could tell that they had just been inundated for so long.



The background features a dark blue circle on the left and a larger light pink circle on the right. The pink circle contains several thin, white, concentric curved lines that create a ripple effect.

Ask yourself: Do
we have a
professional
obligation to
engage in ethics
(in some fashion)?

ACADEMIA AS AN INFLUENCER TO PROMOTE ETHICAL ENGAGEMENT

NURS 6120 NURSING RESEARCH CLASS

DANIELS FUND ETHICS ASSIGNMENT

- **Assignment Preparation:** This assignment is designed for you to begin applying principle-based ethics to a real-life scenario that you could possibly face in your own nursing practice.
- Make sure you have read the articles/documents on Daniels Fund Ethical Principles.
- Play the following video that captures an interview where RaDonda Vaught talks to Eva Pilgrim about her tragic mistake that left a patient dead and the unprecedented criminal charges and conviction that followed.
- Address the following:
 - What are the key facts in this situation? (5 points)
 - What do you know for sure? (2 points)
 - What is not known? (3 points)
 - What are the personal values of the person making the decision and the organization's values? (5 points)
 - Which of the following **Daniels Fund Ethical Principles** are most relevant to this situation? NOTE: Ensure that you address at least 4 of the principles. (10 points)
 - If you had an opportunity to sit with the stakeholders (fellow nurses, leadership, local/state/national policy makers), what **moral courage strategies** would you recommend? Also, what motto would you promote to help nurses become stronger in their courage? (5 points).

RADONDA VAUGHT: FORMER NURSE SPEAKS AFTER SENTENCING IN FATAL DRUG ERROR

<https://youtu.be/69hdAy6oay8>



DANIELS FUND
ETHICS INITIATIVE

PRINCIPLES

Integrity

Act with honesty in all situations

Trust

Build trust in all stakeholder relationships

Accountability

Accept responsibility for all decisions

Transparency

Maintain open and truthful communications

Fairness

Engage in fair competition and create equitable and just relationships

Respect

Honor the rights, freedoms, views, and property of others

Rule of Law

Comply with the spirit and intent of laws and regulations

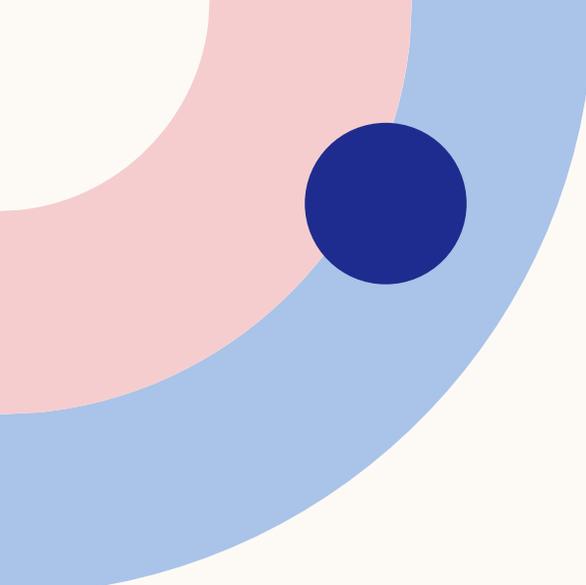
Viability

Create long-term value for all relevant stakeholders

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Application to Nursing

DANIELS FUND PRINCIPLES APPLICATION TO NURSING



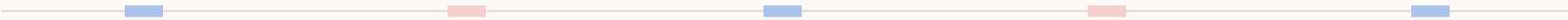
INTEGRITY

ACCOUNTABILITY

TRANSPARENCY

FAIRNESS

RESPECT



“...Reminding nurses to take accountability for their actions, because it’s the right thing to do, even if there are consequences.”

THIS IS WHAT STUDENTS SAID ABOUT MORAL COURAGE

- Periodic ethics training
- Hotline: “safe to tell”
- Open door policy
- Sit with stakeholders
- Develop trust
- Use “CODE”: Courage, obligation, Danger and Expression
- Communication
- Promote moral courage
- Be honest and set an example

WHAT MORAL COURAGE STRATEGIES WOULD YOU RECOMMEND?

- Take a 3 x 5 card from your table
- Write down 3 moral courage strategies that you feel could be implemented within your work environment
- Can you share one of these strategies with all of us?

MORAL COURAGE, MORAL DISTRESS & MORAL INJURY ETHICS ASSIGNMENT

- Assignment Preparation: Identify a moral injury, moral distress or a moral courage article.
- Address the following:
 - Describe an ethical dilemma that you recently have been involved in and how this dilemma went against your organization's policy. If it did not go against your organization's policy, how did it affect your moral courage? (5 points)
 - As a professional nurse, how can you help yourself and colleagues develop moral courage in order to face real world ethical dilemmas and engage with others or respond to ethical situations that might impact outcomes related to other's experiences. (5 points)
 - As a professional nurse, write an “**elevator**” **statement** (one paragraph) to describe how nursing leadership can improve the work environment to decrease moral distress and moral injury. (7 points)
 - Attach the article you found that addresses either moral courage, moral distress, or moral Injury, and its relationship to leadership (search the literature with these terms). (3 points)

HOW WE GET THERE



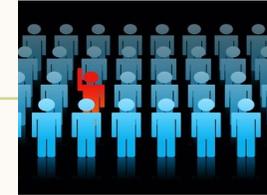
MORAL DISTRESS

- Occurs when one knows the right thing to do but institutional constraints (policies, etc.) make it nearly impossible to take the right course of action
- Results in anger, frustration, hopelessness, depression, anxiety, fatigue, distancing, violence



MORAL INJURY

- Damage to done to one's conscience
- Psychological, social & spiritual trauma which results from acts transgress ethical values
- Results in stress, tension disorder, burnout, depression, health crisis



MORAL COURAGE

- Mental and moral strength to venture, preserve, and withstand danger, fear or difficulty
- Pulling from attributes such as persistence, bravery, overcoming fear & self-advocacy
- Results in fairness, quality, team spirit, honesty and what you describe as a successful outcome

THIS IS WHAT STUDENTS SAID ABOUT ELEVATOR STATEMENT

- “...nurses who are conscientious, who display courageous actions, provide high quality care, and have a strong set of personal values, show a link between moral courage and this conscientious behavior. In general nurses who are likely to display moral courage and speak-out if there is a concern or question about an ethical incident, are the nurses who have a strong commitment to the profession, value principles, display quality human characteristics and are sensitive to others suffering, and who respect workplace polices, and are compassionate in their overall abilities to care.”

WHAT IS YOUR “ELEVATOR” STATEMENT?

- As a promotor of ethics, here is a little exercise to engage your **MORAL COURAGE**.
- Turn to a colleague, friend or new friend at your table or sitting next to you. If you are attending virtually, this is a time you can talk to yourself about how you would improve the work environment.
- In 1 minute, give your elevator statement to your new colleague (or old) on how you would improve your work environment to decrease moral distress and moral injury
- Who wants to share their “elevator” statement?

AGAIN: Ask yourself:
Do we have a
professional obligation
to engage in ethics (in
some fashion)?



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Rule of Law

Comply with the spirit and intent of laws and regulations

Viability

Create long-term value for all relevant stakeholders

MORAL RESILIENCY



**BUILD A DAILY
MENTAL PRACTICE**



FIND A BUDDY



TAKE ACTION



Moral courage is the most valuable
and usually the most absent
characteristic in men

— *George S. Patton* —

AZ QUOTES

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- 6) Daniels Fund Ethics Initiative Collegiate Program at UCCS College of Business. <https://business.uccs.edu/resources/ethics/about>

THANK YOU!

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