

Neonatal nurses' book club: A novel approach to promote nursing resilience

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Conflict of Interest

- We have no conflict of interest to disclose

Abstract

- The Neonatal Critical Care Unit (NCCU) book club began with a common interest in reading and a desire for socialization. There was also the expectation that the club would foster a positive work culture, increase staff morale and resilience, and provide a mechanism for obtaining CEUs.
- The purpose of this presentation is to describe how a book club in a Midwestern hospital was able to evolve into a means of support and encouragement for members during a pandemic.

Introduction

- Moral distress, burn out and nurse disengagement as well as COVID
- Fear of unknown
- Concern for ones safety
- Social isolation
- Increased workload or furlough

ANA Code of Ethics

- ANA code of ethics provision included the importance of self-care
 - Adequate sleep
 - Healthy diet
 - Leisure time
 - Recreational activities

Resilience

- American Psychological Association (2012) describes resilience as the ability to acclimate when faced with high levels of stress
- Recent research has shown a significant and inverse relationship between compassion fatigue and resilience (Bonamer & Russell, 2019)
- Healthcare professionals need ways to combat negative outcomes and increase resilience during this unprecedented time

Resilience cont.

- The three best strategies for increasing resilience are formal education programs, social support and meaningful recognition (Kester & Wei, 2018)
- Social support may be implemented in a variety of ways ranging from in-person meetings either at work or outside of work to utilizing online platforms
- A book club can provide social support both in person meetings at work, meetings outside of work and via virtual platforms

Benefits of Reading

- Empathy
- Improved communication skills
- Motivation to learn
- Emotional intelligence
- A reading club can serve many purposes;
 - Social experience, a place for support, learning, and collaborating
 - A gathering of people who all share the love of reading

How it Played in Peoria

- The Neonatal Critical Care Unit (NCCU) Book Club was founded in September 2016 in collaboration with the NCCU culture club.
- In the case of the NCCU book club, we all love reading and we love working with babies... earning CEUs was a bonus

How it Played in Peoria cont.

- The first book selected for CEUs was *Juniper*
 - It was a story a micro-preemie's journey in the Neonatal Intensive Care written by her parents
 - Reading *Juniper* was a lesson in empathy
 - This discussion sparked great conversation, led by NICU nurses that shared the experience of being a parent to a preemie.

How it Played in Peoria cont.

- The movie *Something the Lord Made* is a biographical story of the 34-year partnership between a physician and lab tech that began in the 1930's and evolved to the first open heart surgery for blue babies
 - In addition, the movie provided a view of medicine in the time of racial segregation
- When we met to see the movie *Five Feet Apart*, we invited the director of the Cystic Fibrosis clinic to join us
 - She discussed the accuracy of the movie and provided insight to the current care and management of cystic fibrosis.

How it Played in Peoria cont.

- To date we have read a total of 27 books and watched 3 movies
 - 12 of these were for CEU's
 - We have offered a total of 65.5 CEU's

Continuing Education Units

- State requirements
 - Most states require CEUs in order to maintain licensing. In fact, only 11 states do not have CEU requirements (AAA, CEU 11/2019)
- Barriers
 - For nurses with family responsibilities it may be challenging to attend a conference
 - Carlson (2019) reported financial barriers, lack of employer support and personal challenges as key detriments for nurses obtaining CEUs

Continuing Education Units Cont.

- Benefits; quality care, positive patient outcomes, and increased staff retention with a positive effect on performance (Holloway, Arcus & Orsborn, 2016)
- Healthcare professionals (HCPs) work in rapidly changing environments that are constantly evolving due to the advancement in knowledge and technology (Pool, Poell, Berings & Cate, 2014)
- CPD ensures that healthcare professionals are participating in lifelong learning and well as maintaining competence in the clinical setting of their choosing (Sherman & Chappell, 2018).

Discussion

- Common themes were identified
- Love of reading
- Desire for socialization
- Mentorship
- Lifelong learning

Comments

- RN: “One thing that I have noticed about book club. I get to meet and know coworkers on all levels that I wouldnt necessarily even run into. We have all age groups represented; newbies, oldies and retirees; NIC, NICU and occasional guests; techs, RNs, APNs, Neos, consultants. It is my belief that this mix greatly enriched all our lives as we share opinions, and life stories. GO!!!”
“Also I highly value the opportunity to pass on our NICU history. Now a days it isn’t as valued as it once was and my fear is if we don’t share it, it will be lost for good!!”
- RN: “In a time of COVID-19 when so much has been taken away the NCCU Book Club is a great way for Mission Partners to come together and have some support from one another. It is a great way to help boost moral while building those relationships with one another”

Comments cont.

- RN: Personally: “This is the first time I have participated in a book club. Appreciate the informal nature, not intimidating setting. Love to read all types of books, enjoying sharing my love of reading with others. Find discussions very interesting.”
- Work related: “Nice to see work peers outside of work in a relaxed setting. Nice mix of experienced and newer nurses. Helps newer nurses get to know more experienced staff in a less formal setting. I've been personally recruiting newer nurses who I notice like to read. Several new ones planning on attending next session in January. Comments newer staff have shared, they feel more comfortable with the experienced nurses now that they have met them outside of work. Find this type of setting less intimidating.”
- “Truly appreciate leaders time and effort in running the book club.”

Conclusions

- Creating a book club within your organization will benefit the staff, which in turn benefits the organization as a whole
- Reading is the fuel to a curious mindset that sparks innovation within an organization
- Benefits of a book club include increased staff morale, a culture of innovation and collaboration, encouragement of life-long learning and access to CEUs

Title	Author
<i>All the Missing Girls</i>	Megan Miranda
<i>When Breath Becomes Air</i>	Paul Kalanithi
<i>I Let You Go</i>	Clare Mackintosh
<i>It Ends with Us</i>	Colleen Hoover
<i>Dark Matter</i>	Blake Crouch
<i>Juniper *</i>	Kelley French and Thomas French
<i>The Underground Railroad</i>	Colson Whitehead
<i>Small Great Things *</i>	Jodi Picoult
<i>Wonder</i>	R. J. Palacio
<i>Little Fires Everywhere</i>	Celeste Ng
<i>Something the Lord Made **</i>	Book by Vivien Thomas
<i>We Were the Lucky Ones</i>	Georgia Hunter
<i>A Gentleman in Moscow</i>	Amor Towles
<i>Girl, Wash Your Face</i>	Rachel Hollis
<i>My Sister's Keeper *</i>	Jodi Picoult

* Books for CEU's

**Movies for CEU's

Title	Author
<i>Becoming</i>	Michelle Obama
<i>Where the Crawdads Sing</i>	Delia Owens
10% Happier *	Dan Harris
The Immortal Life of Henrietta Lacks *	Rebecca Skloot
Handle with Care *	Jodi Picoult
Before We Were Yours	Lisa Wingate
Five Feet Apart **	Book by Mikki Daughtry, Rachael Lippincott, and Tobias Iaconis
The Strange Case of Dr. Couney	Dawn Raffel
Partners of the Heart*	Vivien Thomas
Happiness Calling: A Practical Guide for saying yes to Life's Joy	Victoria Mitchell
The Miracle & Tragedy of the Dionne Triplets	Sara Miller
When Breath Becomes Air	Paul Kalanithi
Oscar & The Lady in Pink	Eric-Emmanuel Schmitt
Midwives	Chris Bohjalian
Breakthrough**	Book <i>The Impossible</i> by Joyce Smith

* Books for CEU's
 **Movies for CEU's

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Thank you!