Disparities in Hospital Nurse Outcomes and a Meta-Analysis of the Practice Environment

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Projects Overview

01 Nurse Moral Distress
   Academy Health Poster/Podium

02 NIH Grant Application
   Two research briefs and moral distress paper

03 New England Journal of Medicine
   Letter to the Editor

04 RINAH Research Journal
   Process revised papers to Associate Editors for peer-review

Short Form PES-NWI Paper
   Predoctoral Fellow Manuscript
Background

- **Minority-serving hospitals (MSHs):** hospitals that serve a disproportionate amount of minority patients
  - Problems: lack of resources, inadequate staffing, less funding, worse patient health outcomes
- Due to poorer pre-pandemic resources, minority-serving hospitals were less equipped to respond to the pandemic.
- Work environments greatly influence nurse job outcomes (moral distress, mental health, intent-to-leave)
  - **Moral distress:** when a person is unable to act in a morally justifiable way
Project Goal

- We sought to investigate whether nurses in minority-serving hospitals had worse outcomes (greater moral distress, worse mental health, and intent-to-leave) during the pandemic and the factors behind it.
Methods

- Collected online survey data using the COVID Moral Distress Scale for Nurses in March 2021 from 3,765 nurses working in 90 U.S. hospitals.
- Classified hospitals into three groups based on quartiles (25:50:25) representing low, medium, and high % of patients of Black race.
- Compared key variables by Black-serving hospitals quartile using ANOVA and created regression models for nurses in the same hospital.
Results

- Nurse job-related outcomes (moral distress, mental health, intent-to-leave)
- Scatterplot of leadership communication by moral distress ($N=90$)
Discussion

- Nurses in hospitals with high percentages of patients of Black race experienced **significantly greater moral distress**.
  - Nurses’ moral distress is greatly affected by **poorer leadership communication** in minority-serving hospitals.
- This is a huge issue because greater moral distress = nurse shortage = worse minority patient health outcomes
- **Future Implications**: In-house policies are needed to improve leadership communication, mitigate this distress, and retain RNs, especially in minority serving hospitals.
NIH Grant Application

- Identifying Modifiable Nursing Factors to Reduce Disparities in Nurse Sensitive Patient Outcomes
- Proof of Concept:
  - Research Brief on Nurse Quality Indicators
  - Research Brief on Poor Nursing Resources in MSHs
  - Moral Distress Paper
Short Form PES-NWI Paper

Five Subscales

- Nurse Participation in Hospital Affairs
- Nursing Foundations for Quality of Care
- Nurse Manager Ability, Leadership, and Support of Nurses
- Staffing and Resource Adequacy
- Collegial Nurse-Physician Relations

31 items
RINAH Research Journal
“Acknowledge that Nurses Implement the Eat, Sleep, Console Intervention”

Highlighting the crucial role nurses play in the healthcare workforce
Lessons Learned

- Nurses play such an essential and crucial role in the healthcare workforce alongside other healthcare professionals.
- Qualitative and quantitative skills
  - Meta-analysis (reading, synthesizing, and writing data)
  - Cleaning data and analyzing linear regression models
- Firsthand experience on doing research on health disparities
Thank you!

Questions?