

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

Presenter: Kimi Li, Wharton Dean's SUMR Scholar

Mentor: Dr. Eileen Lake, PhD, RN, FAAN

Center
for
Health Outcomes
and Policy Research

UNIVERSITY of PENNSYLVANIA
SCHOOL of NURSING

 Penn Nursing
UNIVERSITY of PENNSYLVANIA

Projects Overview

01 Nurse Moral Distress

Academy Health
Poster/Podium

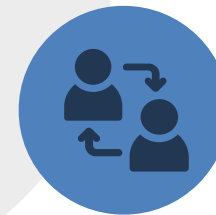


New England Journal of Medicine 03

Letter to the
Editor

02 NIH Grant Application

Two research
briefs and moral
distress paper



RINAH Research Journal 04

Process revised
papers to Associate
Editors for peer-
review



03

Short Form PES-NWI Paper

Predocctoral 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

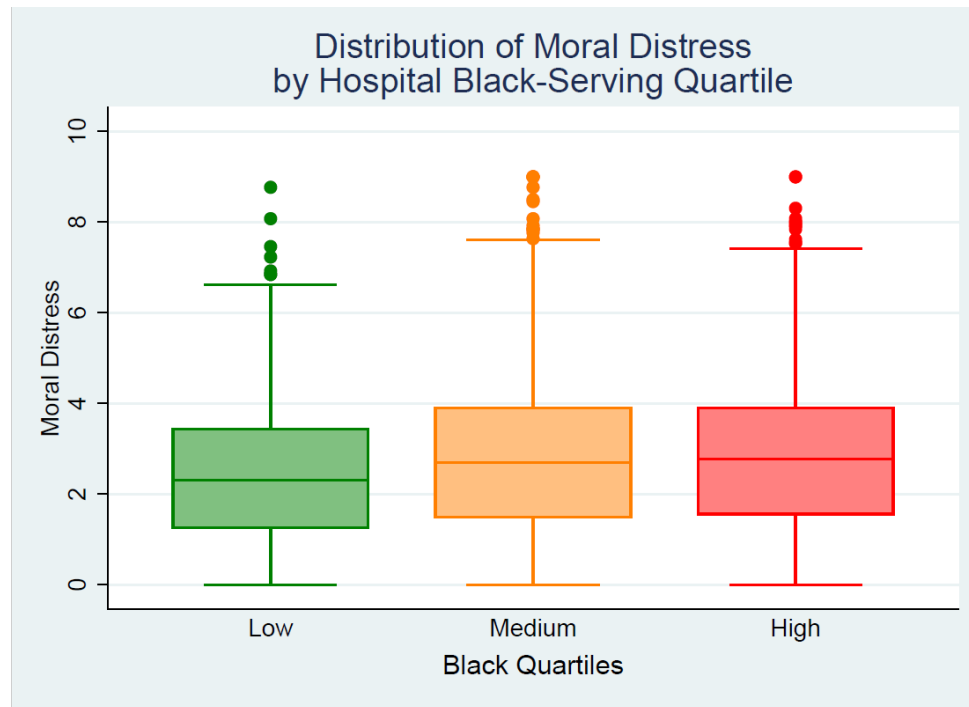
- ▶ We sought to investigate whether nurses in minority-serving hospitals had worse outcomes (greater moral distress, worse mental health, and intent-to-leave) during the pandemic and the factors behind it.

Methods

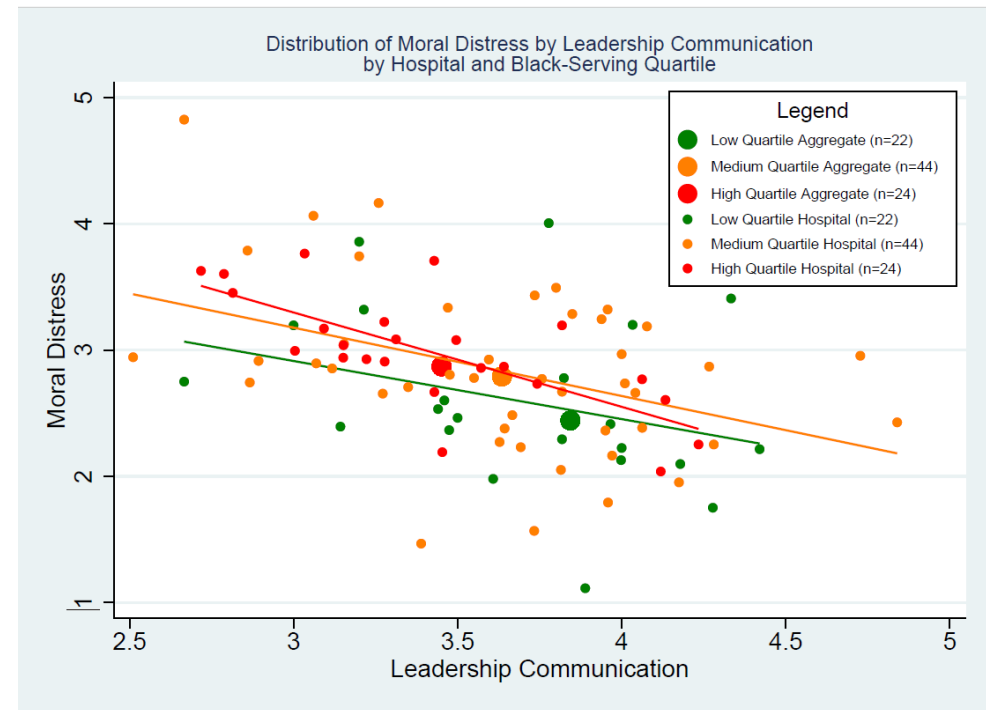
- ▶ Collected online survey data using the COVID Moral Distress Scale for Nurses in March 2021 from 3,765 nurses working in 90 U.S. hospitals.
- ▶ Classified hospitals into three groups based on quartiles (25:50:25) representing low, medium, and high % of patients of Black race.
- ▶ Compared key variables 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 ($N=90$)



$P=0.02$



$P=0.05$

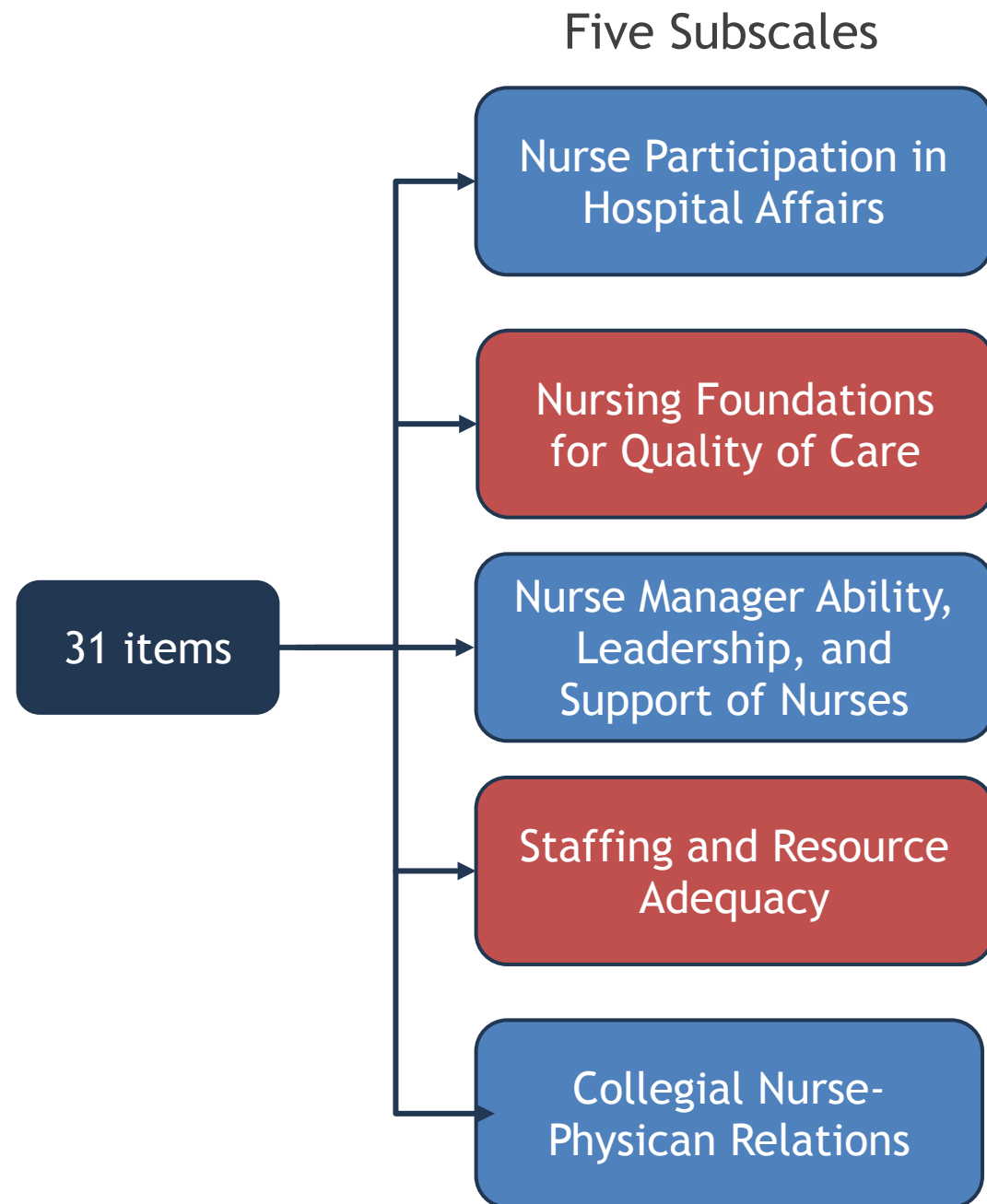
Discussion

- ▶ 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



RESEARCH IN NURSING & HEALTH

Volume 39 / Number 5

October 2016

Editorial

RINAH Editors as Mentors: A Resource for Authors

SNRS News

Research Interest Groups are Augmenting the Mission of SNRS: Message From the President

Advancing RIGs in 2016

Research Reports

Development and Validation of an Automated Sepsis Risk Assessment System

The Effects of Acupressure Training on Sleep Quality and Cognitive Function of Older Adults:
A 1-Year Randomized Controlled Trial

Teamwork in Acute Care: Perceptions of Essential but Unheard Assistive Personnel and the
Counterpoint of Perceptions of Registered Nurses

Deviations in Monthly Staffing and Injurious Assaults Against Staff and Patients on Psychiatric Units

High Job Demands and Low Job Control Increase Nurses' Professional Leaving Intentions:
The Role of Care Setting and Profit Orientation

Does Organizational Justice Modify the Association Between Job Involvement and Retirement
Intentions of Nurses in Finland?

The Effect of Nurse-Physician Collaboration on Job Satisfaction, Team Commitment, and Turnover
Intention in Nurses

online submission and peer review
mc.manuscriptcentral.com/nur

WILEY Blackwell

ISSN 0160-6891



Discover this journal online at
WILEY ONLINE LIBRARY
www.rinajournal.com

RINAH Research Journal

New England Journal of Medicine

- ▶ “Acknowledge that Nurses Implement the Eat, Sleep, Console Intervention”
- ▶ Highlighting the crucial role nurses play in the healthcare workforce



Please review the Supplemental Files folder to review documents not compiled in the PDF.

Acknowledge that Nurses Implement the Eat, Sleep, Console Intervention

Journal:	<i>New England Journal of Medicine</i>
Manuscript ID	Draft
Article Type:	Letter about NEJM Article
Date Submitted by the Author:	n/a
Complete List of Authors:	Lake, Eileen; University of Pennsylvania, School of Nursing Curley, Martha; University of Pennsylvania, School of Nursing; Boston Children's Hospital , Critical Care and Cardiovascular Program
Abstract:	

SCHOLARONE™
Manuscripts

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?

Center
for
Health Outcomes
and Policy Research

UNIVERSITY of PENNSYLVANIA
SCHOOL of NURSING



Penn Nursing
UNIVERSITY of PENNSYLVANIA