Dear Committee of Southeastern Wisconsin Nursing Research Conference

I am submitting the abstract of my study, *Compassion Fatigue in Neonatal Intensive Care Unit Nurses*, for consideration to represent the University of Wisconsin-Milwaukee College of Nursing at the Midwest Nursing Research Society Conference.

This study is my dissertation research and has been approved by the doctoral dissertation committee and the IRB at UWM. I have support from 10 of the 17 Level III/IV NICUs in Wisconsin to provide an opportunity for NICU nurses to participate in this study, and nurses in 8 NICUs have started this study. I anticipate completing data collection by January, 2014. For this project, my major professor is Dr. Rachel F. Schiffman, PhD, RN, FAAN and I am a student principal investigator.

I appreciate your taking the time to review my dissertation study.

Sincerely,

Riko Sano, BSN, RN, PHN
University of Wisconsin-Milwaukee College of Nursing, PhD student
COMPASSION FATIGUE IN NEONATAL INTENSIVE CARE UNIT NURSES
Riko Sano, BSN, RN, PHN. Rachel F. Schiffman, PhD, RN, FAAN
University of Wisconsin-Milwaukee, College of Nursing, Milwaukee
Cell phone: 760-616-0298
Email: rikosano@uwm.edu

Oral presentation

Background/Significance: Compassion fatigue has not been clearly identified in nurses due to the conceptual confusion and the lack of studies in this area, although nurses are at risk. In particular, none of the studies on compassion fatigue have focused on NICU nurses.

Purpose: The aim of this study is to examine moderation and mediation effects of the work environmental factors (e.g., organizational characteristics, the presence of advanced practice nurses, the single family room design in the NICU) and the interpersonal factors of nurses (e.g., personal and professional characteristics of nurses, compassion, history of trauma) in the relationships between the patient factors (e.g., intensity and the frequency of contact with infants, the acuity of infants, the relationships with infants and their families) and positive (compassion satisfaction) and negative (e.g., compassion fatigue, burnout, secondary traumatic stress) consequences of nursing care among NICU nurses.

Theoretical/conceptual framework: A model of compassion fatigue in NICU nurses has been developed for this study based on analysis from two existing models of compassion fatigue. The proposed model consists of multiple concepts that might relate to compassion fatigue. In this study, compassion fatigue is considered as one of negative consequences of nursing care.

Sample Description/Setting: Convenience sampling is used to focus on level III or IV NICU nurse. The sample includes registered nurses who work in level III or IV NICUs in Wisconsin. Inclusion criteria are Registered Nurses who are 1) 18 years of age or older, 2) working in a level III or IV NICU in Wisconsin, and 3) in direct care providers in the staff position. The expected sample size is 200 registered nurses.

Method: In this cross-sectional correlational study, an online-survey has measures for demographics, personal and professional experiences of nurses, nurses’ perceptions regarding the work environment, compassion, and positive and negative feelings and attitudes related to nursing care. For statistical analysis, structural equation modeling will be conducted in order to examine whether data supports the model and describes causal pathways that indirectly assess the effect of patient factors (e.g., intensity and acuity of infants) on positive and negative consequences of nursing care including compassion fatigue, through environmental factors at the NICU (e.g., organizational characteristics) and intrapersonal factors of nurses (e.g., compassion).

Results: NA

Implications: This study will help us to obtain further knowledge of compassion fatigue in nurses that can prevent and minimize compassion fatigue as negative consequences of nursing care. These include the organizational recognition, the improvement of the work environment, the organizational support system.