

Resolution 1
Mississippi Nurses' Association
114th House of Delegates
Mississippi Coast Convention Center
Biloxi, MS

Introduced by: Mary Ellen Stewart, PhD, RN
Director of Council on Health Affairs, on behalf of the
Mississippi Nurses' Association Board of Directors

Resolution: **Commit to Promoting Nursing Leadership Development,**
Resilience, and Retention Across the Multigenerational Nursing
Workforce

WHEREAS, Mississippi and the nation continue to face critical nursing workforce shortages, increased turnover, and unprecedented levels of burnout and moral distress among nurses in all practice settings^{1,2}; and

WHEREAS, evidence demonstrates that effective leadership at every level—from bedside to boardroom—enhances nurse engagement, job satisfaction, and workforce stability, all of which are essential to high-quality patient care^{3,4}; and

WHEREAS, burnout, compassion fatigue, and moral distress have contributed to high attrition rates, mental health strain, and decreased resilience within the nursing profession⁴; and

WHEREAS, the nursing workforce now spans multiple generations, creating both challenges and opportunities for mentorship, collaboration, and innovation when leadership development intentionally values generational diversity⁵; and

WHEREAS, fostering professional resilience and supporting leadership capacity in all nurses is essential to sustaining the workforce, improving retention, and strengthening Mississippi's healthcare system⁶; and

WHEREAS, the Mississippi Nurses' Association is committed to advocating for the well-being of nurses through education, leadership development, and professional support initiatives that promote excellence in practice and policy⁷.

1 Nursing and Healthcare Trends We Can Expect to See in 2022. *Office of Nursing Workforce*, Mississippi Board of Nursing, 5 May 2022. www.msbn.ms.gov/onw/2020-03/10-nursing-trends-we-expect-see-coming-years

2 National Academies of Sciences, Engineering, and Medicine; National Academy of Medicine; Committee on the Future of Nursing 2020–2030. *The Future of Nursing 2020–2030: Charting a Path to Achieve Health Equity*. Edited by Jennifer Lalitha Flaubert et. al., National Academies Press (US), 11 May 2021. doi:10.17226/25982

3 Xue, X., Tao, J., Li, Y., Zhang, G., Wang, S., Xu, C., & Moreira, P. (2025). Impact of clinical leadership on frontline nurses' quality of care: work engagement as mediator role. *BMC health services research*, 25(1), 560. <https://doi.org/10.1186/s12913-025-12515-0>

4 American Association of Critical-Care Nurses. (2022). AACN standards for establishing and sustaining healthy work environments: A journey to excellence (2nd ed.). AACN. <https://www.aacn.org/~media/aacn-website/nursing-excellence/healthy-work-environment/execsum.pdf?la=en>

5 Sanches, Diana et al. "Generational diversity in nursing practice environments - scoping review." BMC nursing vol. 23,1 928. 19 Dec. 2024, [doi:10.1186/s12912-024-02607-3](https://doi.org/10.1186/s12912-024-02607-3)
6 Mississippi Board of Nursing. Strategic Plan FY 2025–2030. Mississippi Board of Nursing, 2025, <https://www.msbn.ms.gov/>
7 Mississippi Nurses Association. *Resolutions and Policy Statements Archive*. MNA, 2024, <https://www.msnurses.org/>

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to promoting leadership development opportunities for nurses at all career stages through continuing education, mentorship, and collaboration with healthcare and academic partners.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to advocate for organizational policies and legislation that prioritize nurse well-being, safe staffing, and access to mental health resources for all nurses in Mississippi.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to support initiatives that enhance resilience and reduce burnout, including self-care education, wellness programs, and recognition of nurse leaders who model professional balance and advocacy.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to encourage multigenerational collaboration through structured mentorship, shared leadership programs, and professional networking opportunities that strengthen connections across age groups.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to collaborate with state agencies, healthcare organizations, and educational partners to advance workforce retention strategies that reward leadership, innovation, and service to Mississippi communities.
