

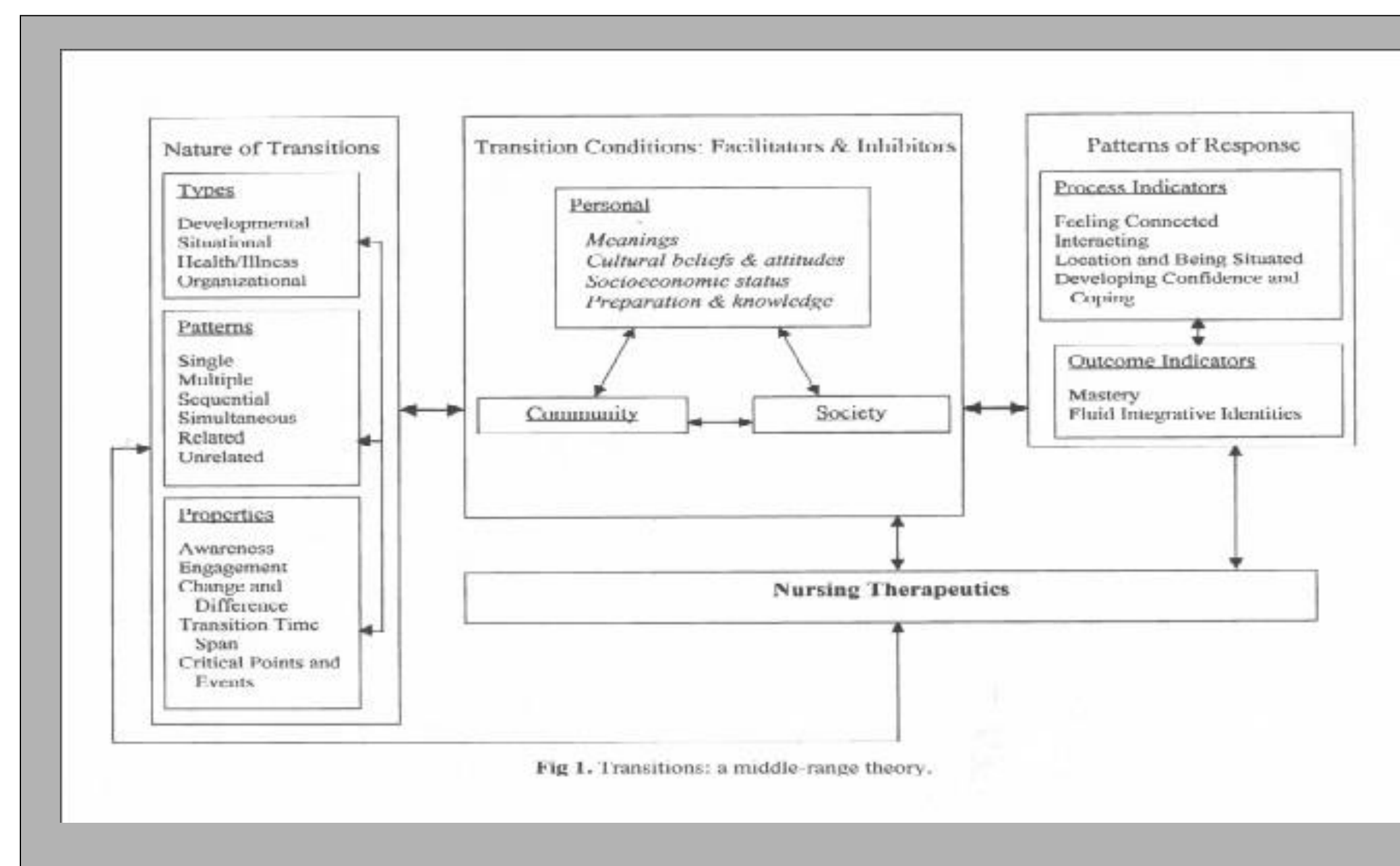
Introduction

- Continued growth is expected as APRNs fill the gap in patient care as a result of the reduction in resident physician work hours
- Years of research have demonstrated the difficulty novice APRNs experience as they transition from RN to APRN
- Support for novice APRNs has been found to be a facilitating factor in the transition; however, there is no consensus in the literature as to what type of support is most beneficial
- The Institute of Medicine (IOM) suggests a residency program for all novice APRNs, but these are typically one to two years in length and costly

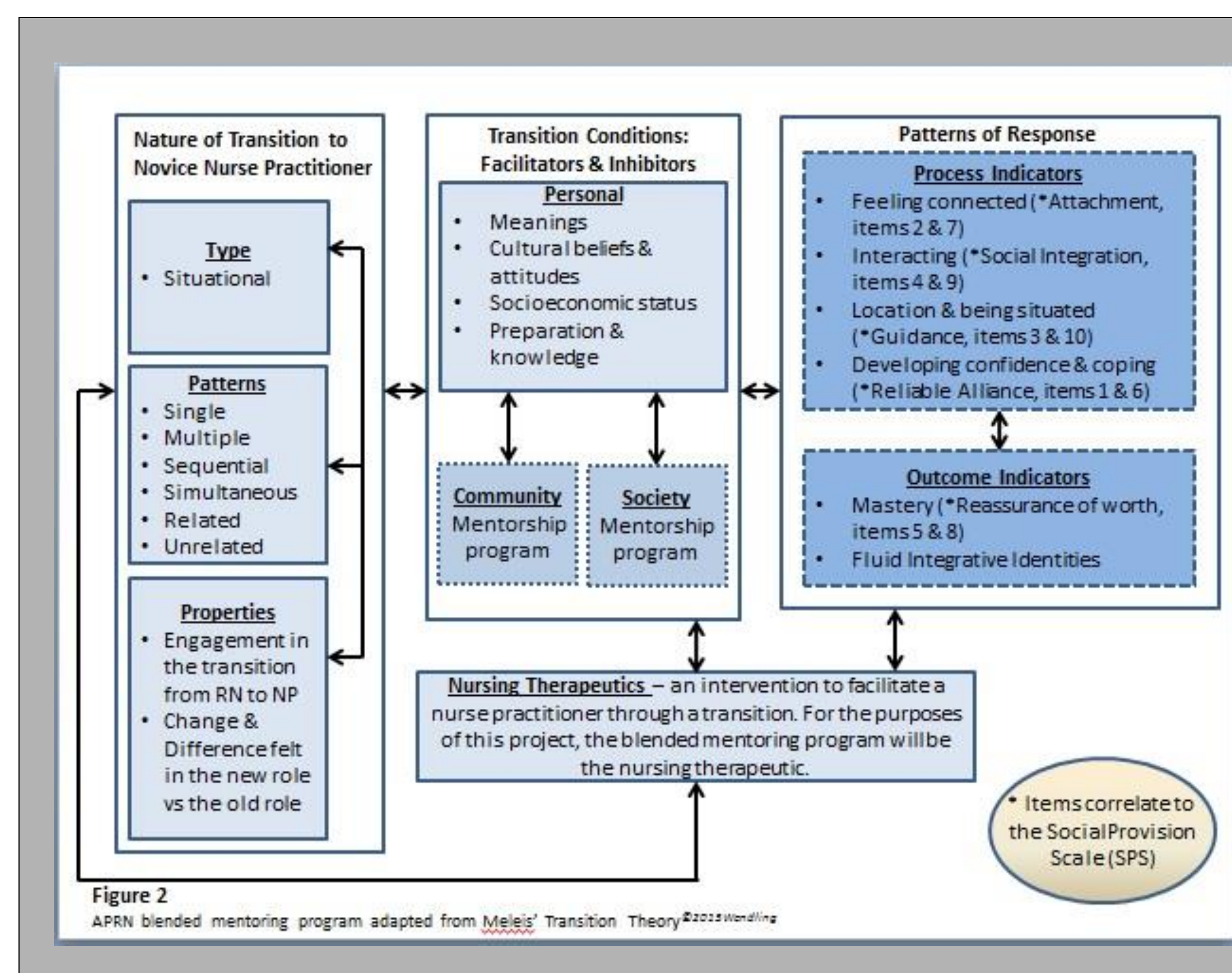
Research Aim

The project aim is to demonstrate a blended mentoring program, combining traditional face-to-face mentoring with e-mentoring, will provide necessary social support to ease transition to practice from RN to APRN.

Meleis Transition Theory (MTT)

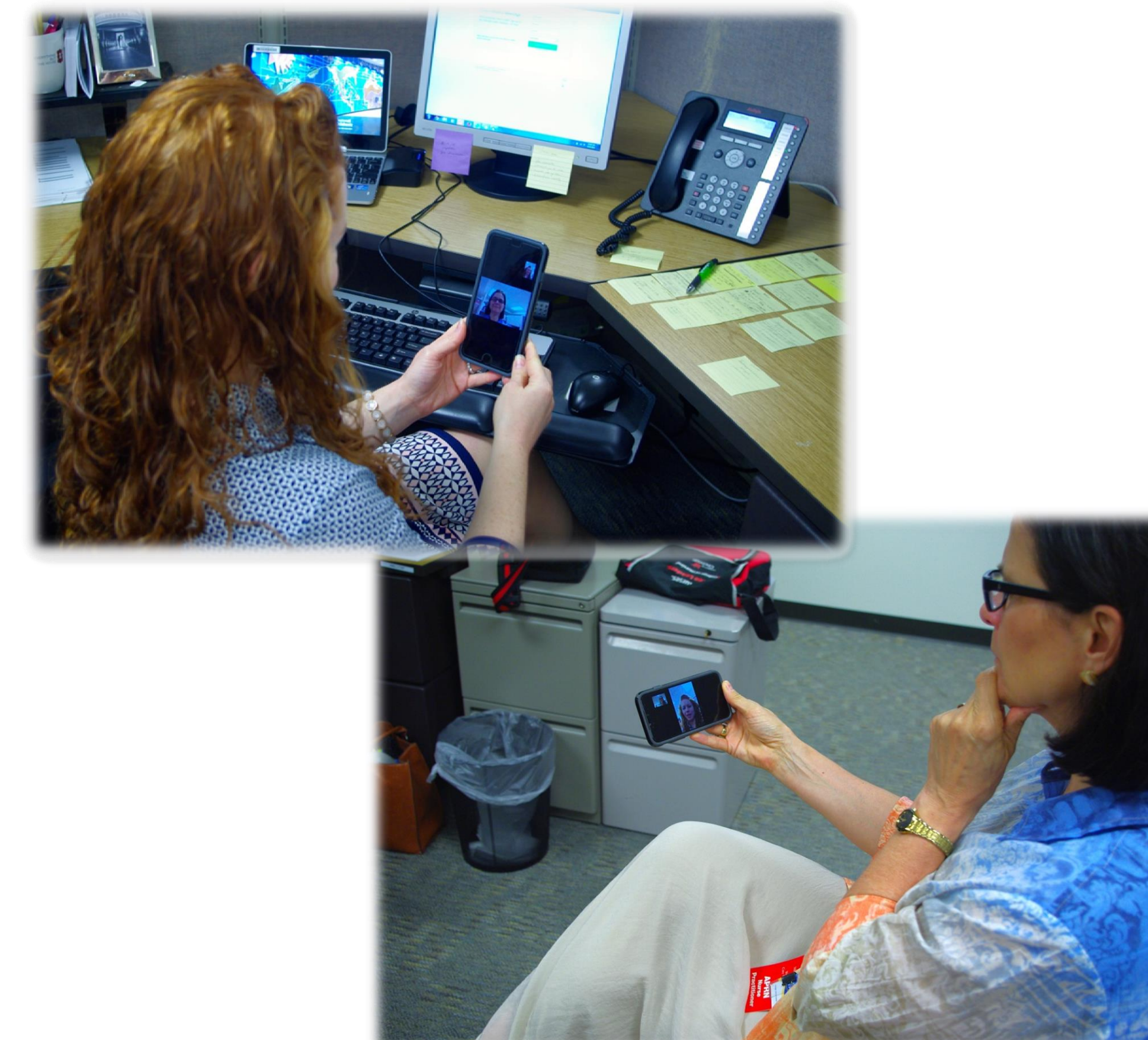


MTT Within the APRN Mentoring Program



Intervention

- All new APRNs with less than 1 year experience offered a mentor during their orientation period
- Mentors and mentees attend a Meet & Greet session in person for introductions and matching
- Blended mentoring format – face to face, Skype, FaceTime, Lync, email, phone
- Mentors and mentees required to have contact at least once a week during the first 3 months



Method

- Quasi-experimental pre-test/post-test design
- Tool: Social Provision Scale – short version[®] administered at baseline entry into the mentoring program and again at 3 months

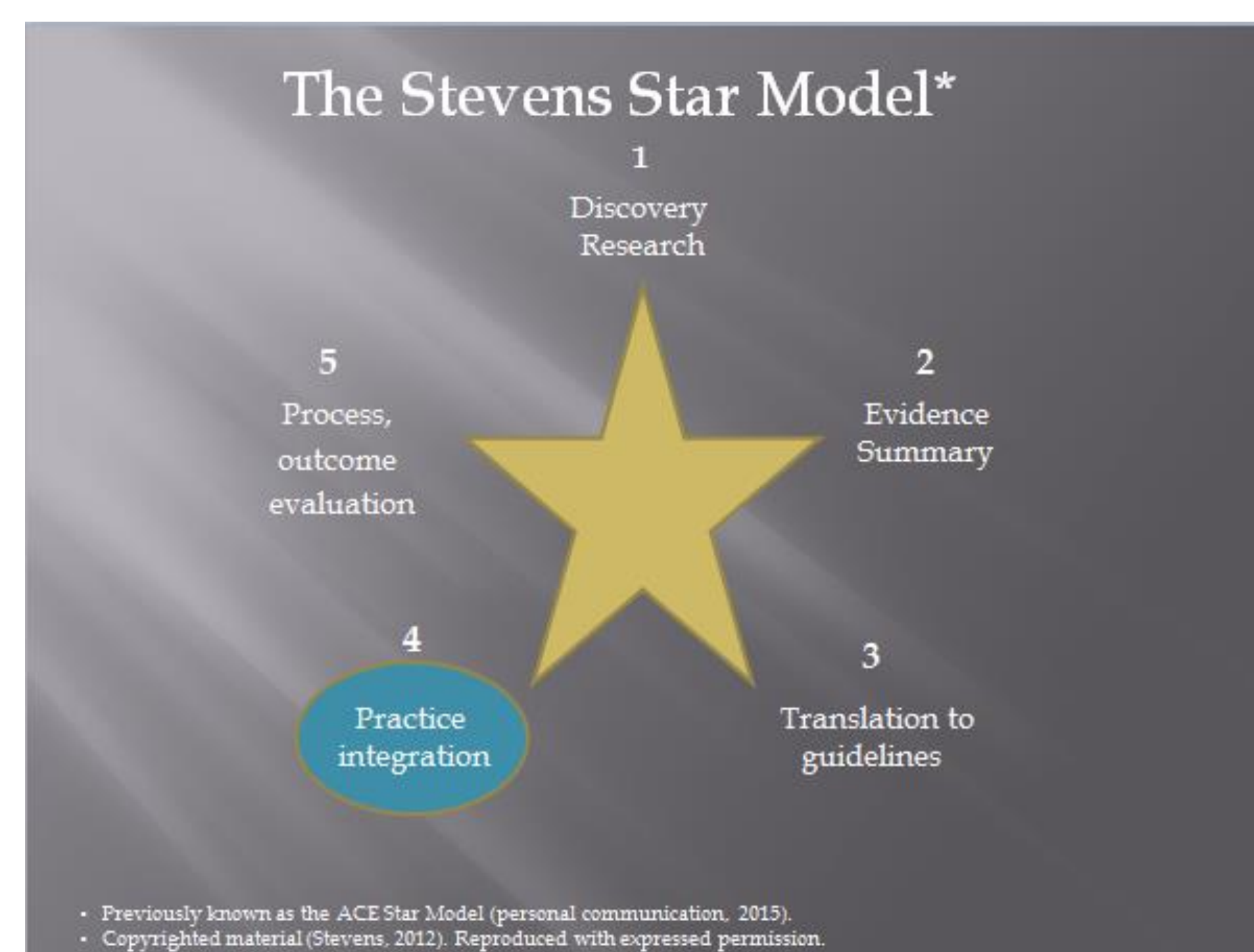
Evaluation

- First group of mentees will be enrolled August 2015
- Mentor requirements – 3 years as APRN, good standing, manager approval, and complete a mentor training program
- Wilcoxon Signed Ranks to measure perceived social support at baseline and 3 months
- Demographic data will be collected to also look at length of years as an RN, first RN degree, current degree, and age
- Currently in Step 4 of the Stevens Star Model – Practice Integration

Next Steps

- December 2015** - Complete pilot project and analyze data
- September 2015** - Enroll next cohort of mentors
- September 2015** - Engage retired APRNs as volunteer mentors
- January 2016** - Add evaluation of engagement to determine effect of mentoring on APRN engagement
- Beginning **January 2016** – Begin to track retention in both the role and within the organization

Evidence Framework



Research Question

What are the effects of a blended mentoring program on the perceived social support of novice NPs when transitioning from a staff RN to a novice NP in a hospital setting?

Acknowledgements

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