

## Purpose

Determine the impact of participation in a formalized mentoring program on job satisfaction and retention for novice and experienced APNs in a neonatal intensive care unit (NICU).

## PICOT Question

In new graduate advanced practice nurses working in a children's hospital NICU, how does implementation of an evidence-based, formalized mentoring program, compared to current practice, affect job satisfaction and intent to stay over a 6-month period?

## Background

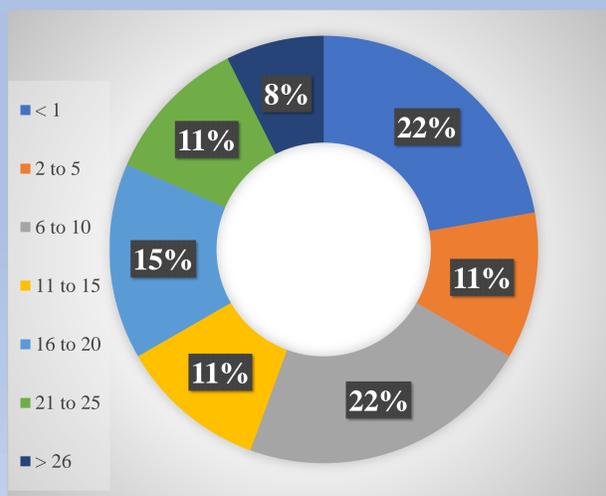
- Critical shortage of neonatal nurse practitioners (NNPs) in U.S.
  - Mentoring programs are a strategy to recruit & retain NNPs, addressing shortage
- Mentoring programs facilitate successful role transition
- NANNP (2017) mentoring toolkit designed to provide structure for formal mentoring relationships
  - No published data regarding
    - ✓ Effectiveness of toolkit activities
    - ✓ How toolkit is utilized in mentoring relationships
- Project addressed a gap in practice between publication of NANNP mentoring toolkit and limited use

## Methods

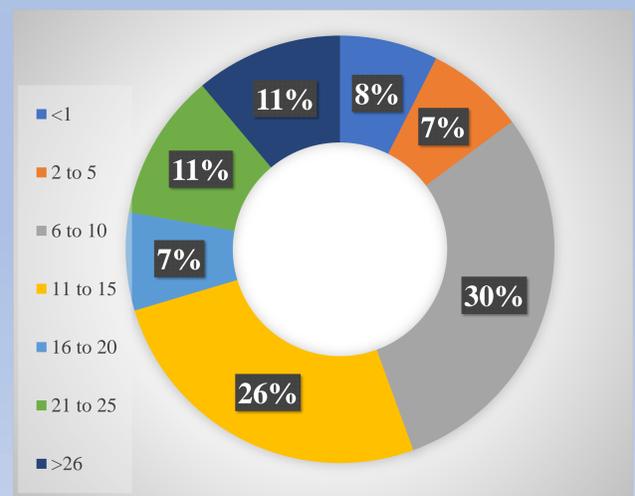
- Convenience sample of NICU NPs
- Mixed methods
- Electronic surveys: Baseline measurement prior to & 6 months after mentoring program implementation
  - Misener Nurse Practitioner Job Satisfaction Scale (MNPJSS)
  - Two intent-to-stay items
- Mentoring participants (n = 12)
  - Qualitative data analysis
    - ✓ Mentoring program expectations
    - ✓ Personal & professional goals
- Collected monthly data about NANNP toolkit activities use & meaningfulness

## Demographics

### Years NP Experience

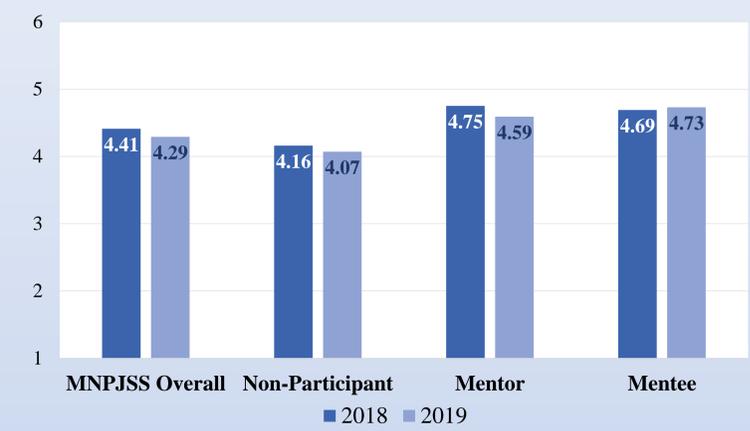


### Years with Organization



## Results

### Mean MNPJSS Scores

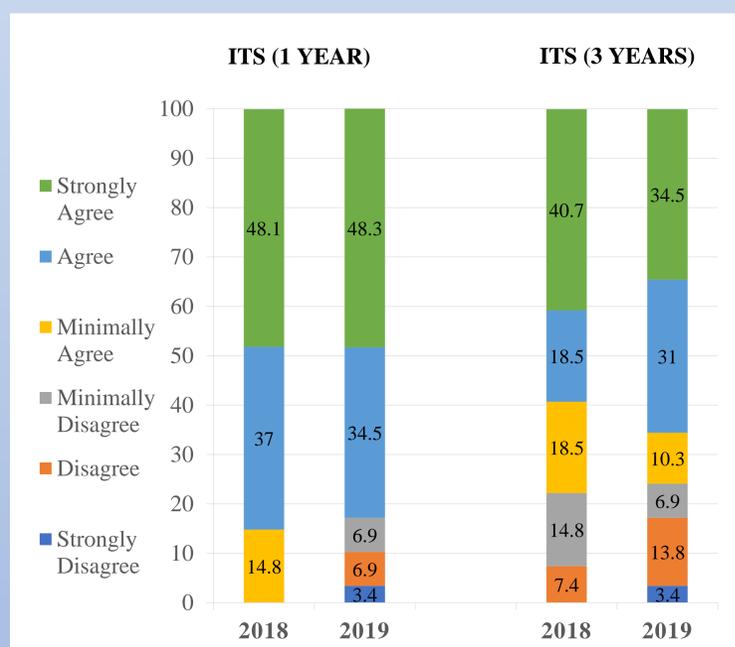


### Pearson Correlation

	2018				2019			
	MNPJSS	ITS (3 Y)	VCH	NP	MNPJSS	ITS (3 Y)	VCH	NP
RN	.13	.01	.79**	.88**	.05	.22	.82**	.89**
NP	.13	.00	.77**	--	.07	.24	.77**	--
ITS (1 Y)	.27	.80**	.27	.23	.44*	.85**	.36	.31
ITS (3 Y)	.44*	--	.17	.00	.56**	--	.25	.24

Note. RN = Registered nurse, NP = Nurse practitioner, ITS (1 Y) = Intent to stay at 1 year, ITS (3 Y) = Intent to stay at 3 years, MNPJSS = Misener Nurse Practitioner Job Satisfaction Scale, VCH = Vanderbilt Children's Hospital.  
\*p < .05 level, \*\*p < .01 level

### Percentages for Intent to Stay Items



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## Implications and Application

- Formalized mentoring programs are an effective transition strategy for novice NPs in acute & primary care
- Mentoring:
  - Positively impacts job satisfaction during role transition
  - Influences loyalty to organization
- Need creative solutions to develop & support formalized programs
  - Web-based educational opportunities
  - Dedicated professional time
- Education should include curriculum to:
  - Improve communication skills
  - Provide constructive feedback
  - Assess learners' styles & needs
- Well-designed program promotes mentor skill development & support for dyads

## References

National Association of Neonatal Nurse Practitioners (NANNP). (2017). *Mentoring toolkit for nurse practitioners*. Chicago, IL: National Association of Neonatal Nurses.