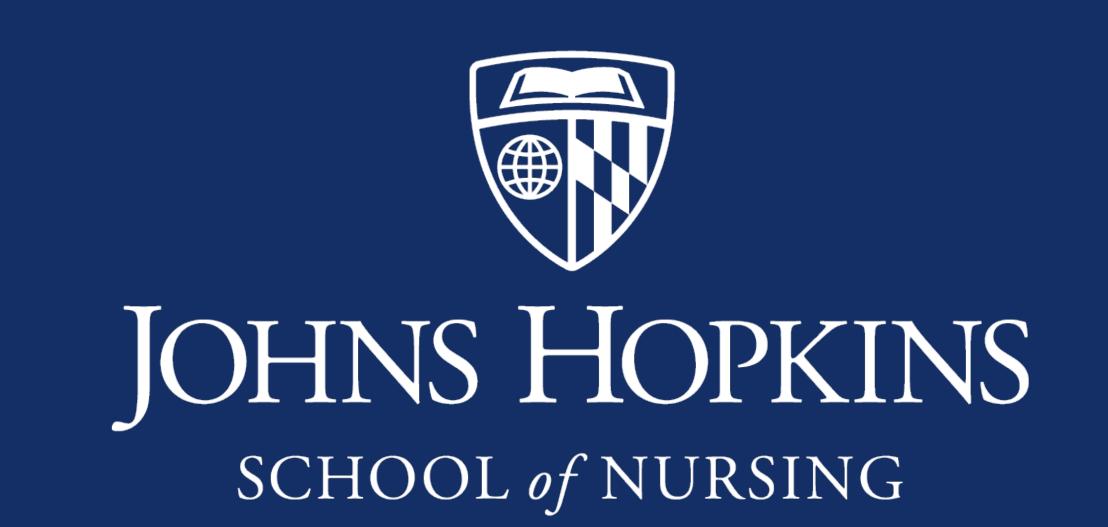# Engaging Advanced Practice Nurses in Evidence-Based Practice:
An E-Mentoring Pilot Program

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Background & Purpose

- Quality healthcare is based on evidence, yet many barriers exist to evidence-based practice (EBP) implementation.
- Mentoring is highly valued in the nursing profession and has been shown to elevate EBP as a priority.
- Many organizations have a limited number of EBP mentors.

Nurse Inquiry E-Mentoring Program

Leverage the small number of EBP mentors in the organization to improve:
1. Organizational Culture & Readiness for System-Wide Implementation of EBP (OCRSIEP)
2. EBP Beliefs (EBPB)
3. EBP Implementation (EBPI)

Methods

- Quasi-experimental, Pretest-Posttest Design
- Point-of-care APRNs at a large academic health system in the Southeast.
- 12-week program delivered through Microsoft Teams.
- Weekly themes & personalized content created by expert mentors and project coordinator
- Weekly one-hour virtual group mentoring sessions with expert mentors
- Daily discussion posts

Age
26.1% 25-35 years
65.2% 36-45 years
8.7% 46-55 years

Educational Level
78.3% MSN
21.7% DNP

Current Position
4.4% Registered Nurse
69.6% Nurse Practitioner
21.7% Nurse Anesthetist
4.4% Nurse Informatics Specialist

Years in Nursing
4.4% <5 years
34.8% 5-10 years
34.8% 11-15 years
13% 16-20 years
13% >20 years

Years in Current Position
8.7% <1 years
21.7% 1-3 years
17.4% 3-5 years
43.5% 5-10 years
8.7% >10 years

Results & Themes

	Pretest N = 23	Posttest N = 11	P-value
OCRSIEP, median (IQR)	88 (73-97)	99 (90-113)	.423
EBPB, median (IQR)	61 (56-69)	70 (64-73)	.005
EBPI, median (IQR)	13 (7-33)	20 (13-31)	.059

Conclusion

- A 12-week Nurse Inquiry E-mentoring Program can improve advanced practice providers' beliefs about the value of EBP.
- EBP beliefs are a positive predictor of EBP Implementation.
- Enhancing EBP beliefs empowers nurses to promote up-to-date, effective, evidence-based practices.
- A virtual mentoring platform can leverage EBP experts within an organization to increase nurse engagement in EBP and create a culture that supports EBP.
- Consider extending the duration of the program to significantly improve OCRSIEP and increase EBPI.