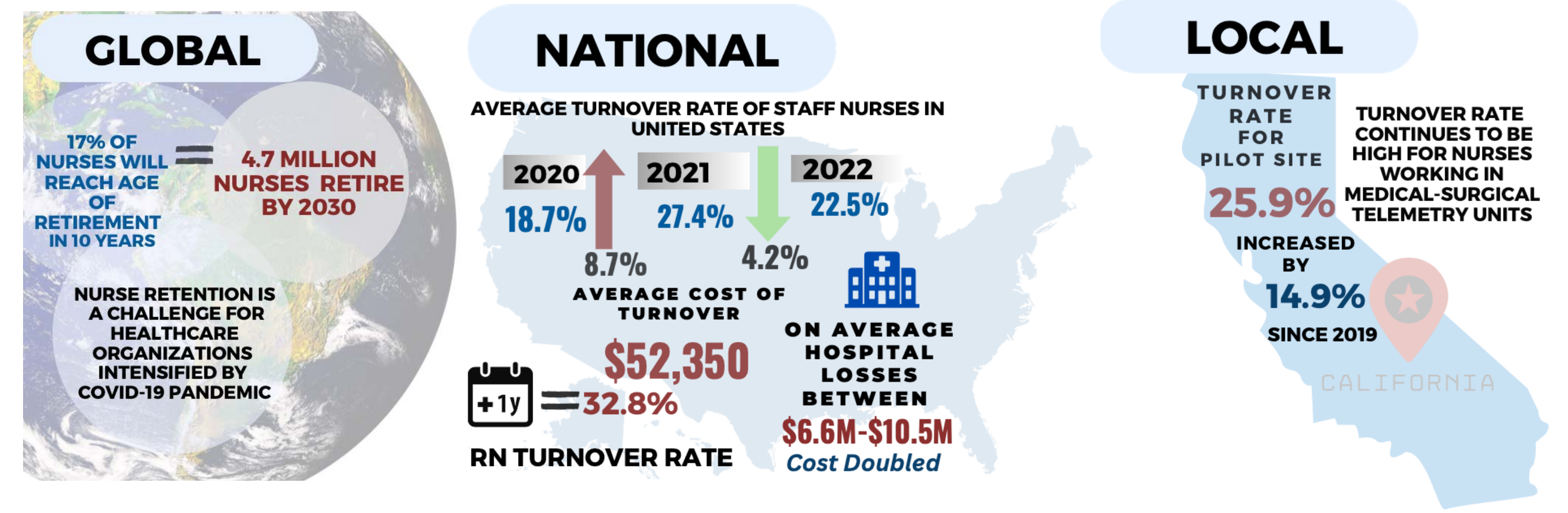


Retention Program to Reduce Turnover in Medical Surgical Department

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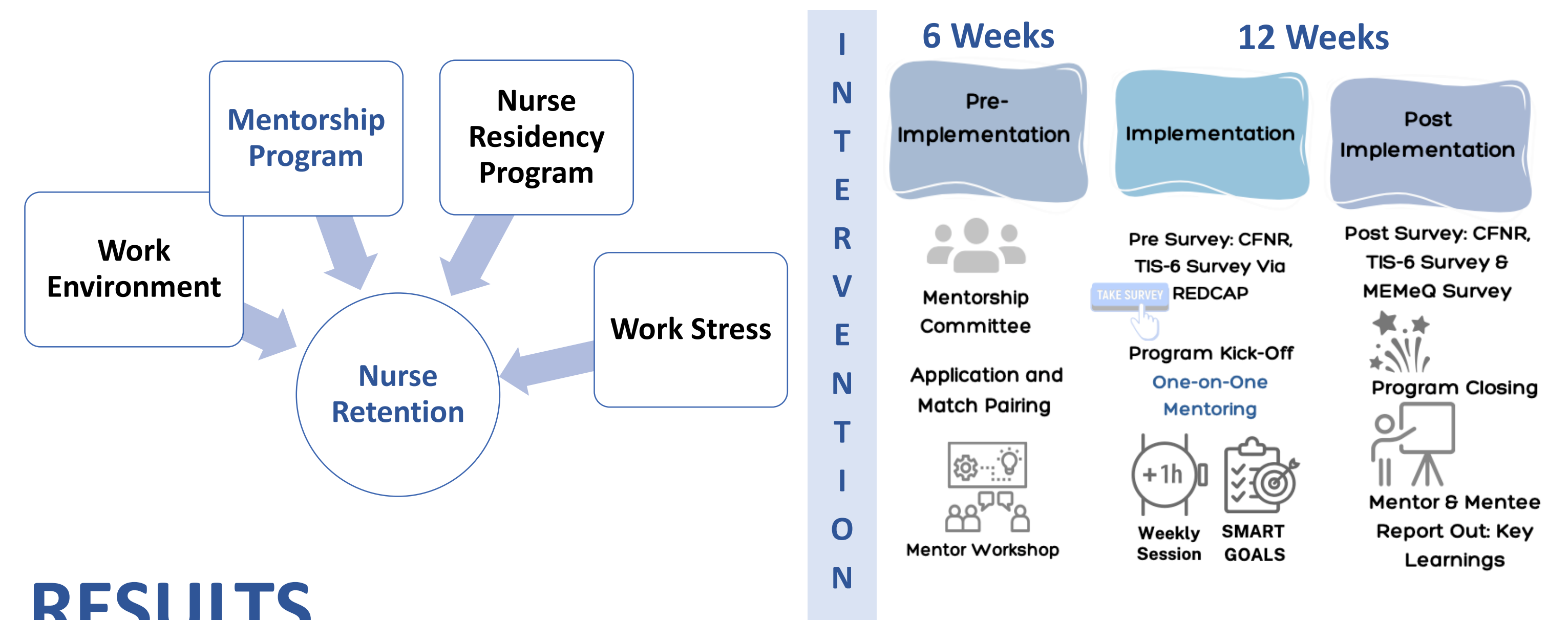
INTRODUCTION



METHODS

Design	Sample	Instrument & Data Analysis	Data & Ethics
<ul style="list-style-type: none"> QI: Pre-Test and Post-Test Setting <ul style="list-style-type: none"> Acute Care Community Hospital Medical Surgical Telemetry Department 12 Weeks Duration 	<ul style="list-style-type: none"> 32 Nurses 27 Nurses Completed the Survey 28 Completed the program 4 Lost to attrition 	<ul style="list-style-type: none"> Turnover Intention Scale (TIS-6) Case Fink Nurse Retention (CFNR) Survey Munich Evaluation of Mentoring Questionnaire (MEMEQ) 	<ul style="list-style-type: none"> Data <ul style="list-style-type: none"> Descriptive Wilcoxon Signed-Rank Ethics Approval IRB (PERC) Organization IRB

EVIDENCE TO SUPPORT INTERVENTION



RESULTS

- Decrease in intention to leave scores post intervention for 63% of the participants, 4-point median change with p -value = .090
- Program served as a catalyst for job satisfaction and professional development
- Positive relationship indicates feasibility and satisfaction for the nurses in this pilot with high completion rate

CONCLUSION

- Foundation for life-long learning and nurse engagement
- Nurse leaders are encouraged to implement similar pilot to determine generalizability.
- Findings from this pilot, led DNP leader secure a formal approval for the hospital-wide expansion across all departments at the pilot site.

Formal Mentorship Program is feasible and effective in reducing intention to leave, supporting retention of medical-surgical nurses.



Demographic

Demographic Characteristics	(n=27)
Age, mean (SD)	37.7 (9.3)
Gender Identity, n(%)	
Female	22 (81.5)
Male	1 (3.7)
Not Answered	4 (14.8)
Race, n(%)	
White	10 (37.0)
Asian	10 (37.0)
More than one Race	4 (14.8)
Black of African American	1 (3.7)
Native Hawaiian or Pacific Islander	1 (3.7)
Ethnicity, n(%)	
Hispanic or Latino	5 (18.5)
Not Hispanic or Latino	20 (74.1)
Other	2 (7.4)
Years as Registered Nurse, n (%)	
<1 Year	1 (3.7)
1-5 Yrs.	7 (25.9)
5-10 Yrs.	6 (22.2)
>10 Yrs.	9 (33.3)

Figure 1 Post Intervention: Turnover Intention Score

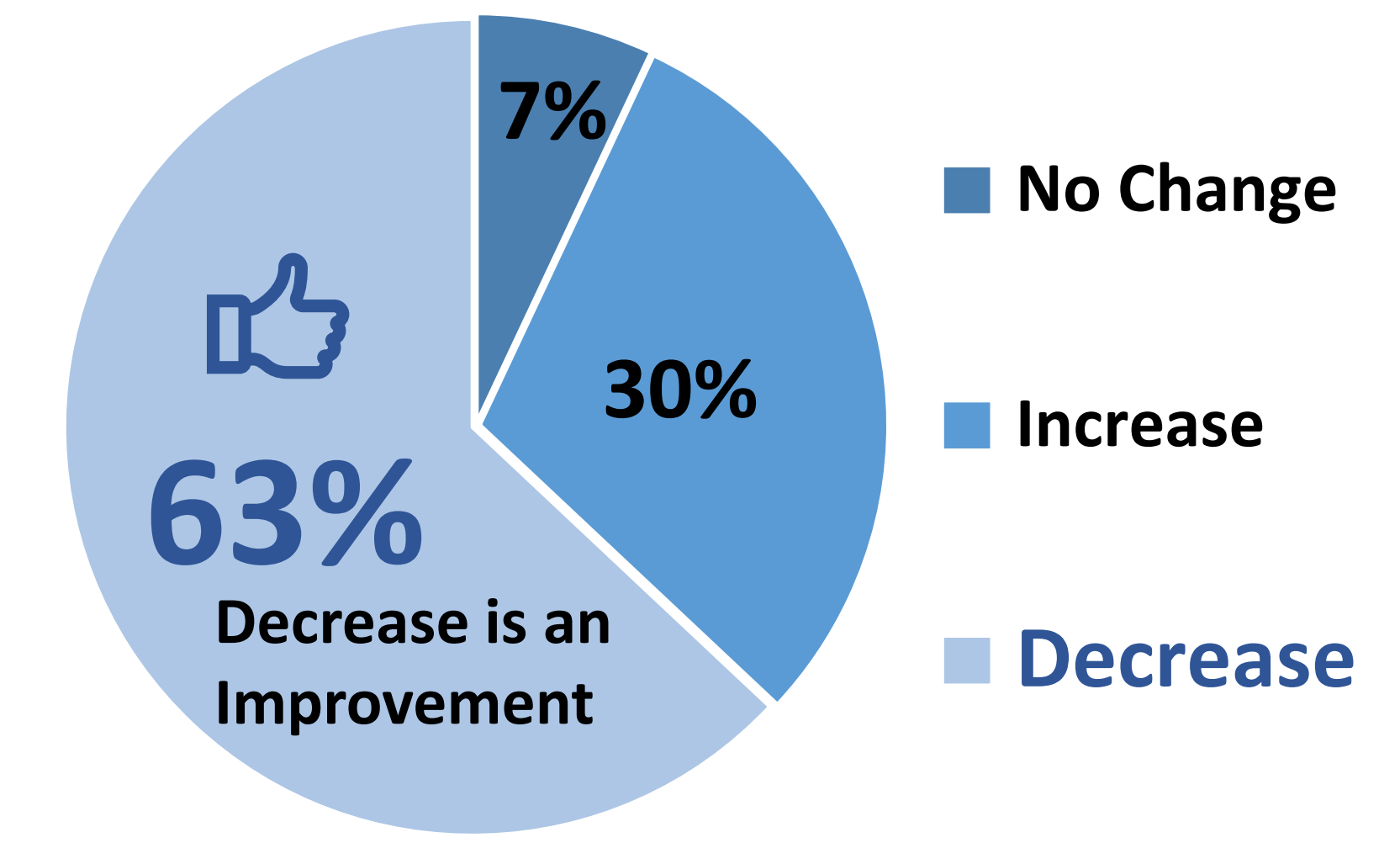


Table 2 Comparison of Instruments Pre-test and Post-test

Instruments n=27	Pre-test (median)	Post-test (median)	Change (median)	P Value
AIM 1: TIS-6	42.0	38.0	-4.0	.090
AIM 2: CFNR: Job Satisfaction	46.0	47.0	1.0	.709
AIM 3: CFNR: Professional Development	2.0	3.0	1.0	.105

Figure 2 Mentoring Relationship

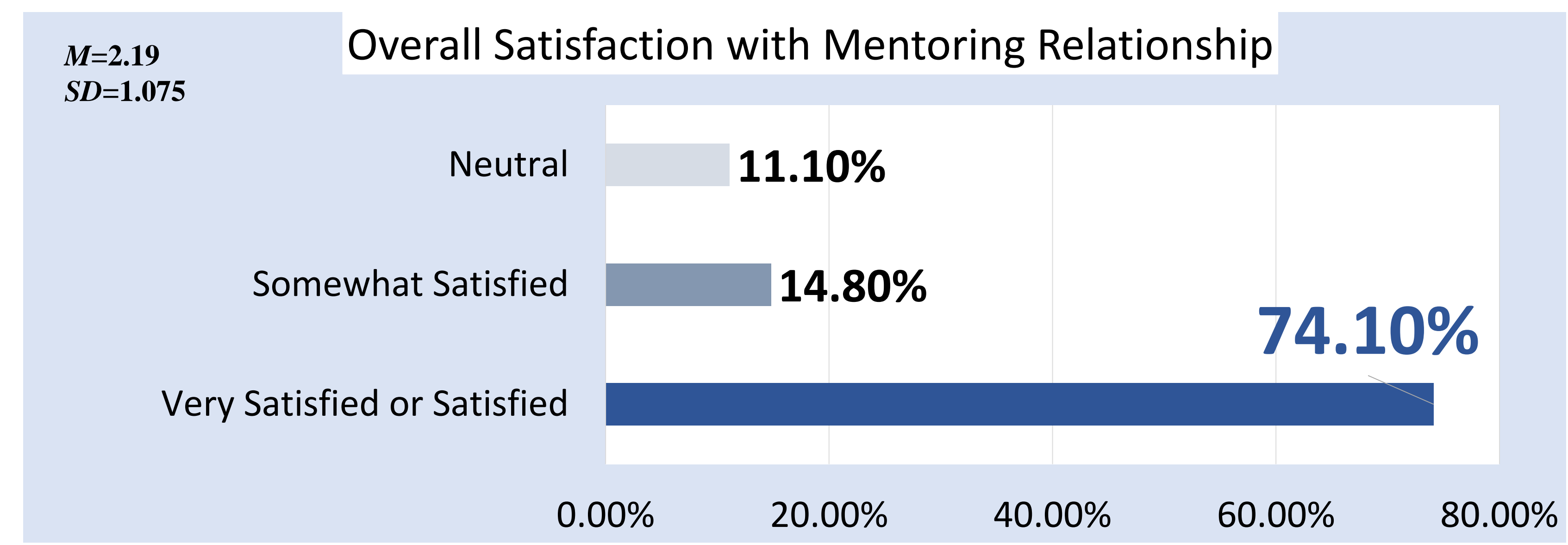


Table 3 Mentor Attributes

Mentor Attributes	Very Satisfied or Satisfied	Moderately Satisfied or Neither	Dissatisfied or Moderately Dissatisfied
Approachability	81.50%	14.80%	3.70%
Accessibility	77.80%	18.50%	3.70%
Supportive and Encouraging	77.80%	18.50%	3.70%
Motivates to reach objectives	77.80%	18.50%	3.70%
Provides direction and guidance	77.80%	18.50%	3.70%

RESOURCES

[Program Handbook](#)
[Web Portal](#)
[Report Out Template](#)

ACKNOWLEDGEMENTS

Stella M. Seal, Dr. Kimberly McClint, Dr. Brigit VanGraafeiland, Dr. Pamela Smith, Dr. Vinciya Pandian, Dr. Rebecca Wright, Dr. Ginger Hanson, Dr. Elaine Stashinko, Dr. Eric Slade, Dr. Aubrey Florom Smith, Evan Loker, *Mentorship Committee Members:* Alejandro Cuevas, Mary K. Dunn, Suky Sangha, Shannon Stewart, Yvette Torres and Heather Dutra, *SHC Tri-Valley Inclusion, Diversity, Health Equity Council Members, Inpatient Medical-Surgical Director,* Marivic Paz, *Executive Leadership of Stanford Health Care Tri-Valley:* Monica Davila, *Chief Nursing Officer;* Christopher Lyons, *Vice President-Human Resources;* Rick Shumway, *Chief Executive Officer*

REFERENCES