Peer to Peer Mentoring
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**BACKGROUND**
- Shortage of registered nurses (RN) is a nationwide problem
  - Not enough RNs to provide safe care
  - Economic cost of vacant nursing positions
- Focusing on the retention of RNs (in the profession and in the workplace)
  - Identified to combat the nursing shortage
  - Associated with decreased healthcare costs
  - Decreased patient care errors
  - Increased staff and patient satisfaction
  - Improved patient outcomes
- Over a decade ago, nurse residency programs (NRP) were developed in an effort to:
  - Improve the transition to practice for new nurses
  - Decrease the overwhelming turnover rates of new graduate nurses (NGN)
  - Majority of focus on NGNs and the first year of practice
  - Limited research on retention efforts beyond the first year of practice
  - Mentoring has positive impact on NGN retention
  - Mentoring may benefit both the mentor and mentee

**AIM**
To determine the degree to which implementation of a peer to peer mentoring program affected job satisfaction, intent to stay, mentor competence, and mentor self-efficacy

**THEORETICAL FRAMEWORKS**
Jean Watson’s Theory of Human Caring
Albert Bandura’s Theory of Self-Efficacy

**PROGRAM COMPONENTS**
- Mentor/mentee pairings
- Mentees provided educational packet
- Mentors completed initial training workshop
  - Keys to a Successful Mentoring Relationship and Getting Started: First Meeting Guide and Setting Goals
- Mentors attended 6 monthly focus group sessions
  - Topics: Current Role, Understanding Self and Others, Communication, Problem Solving, Leadership, Career Development
- Mentors met with mentees throughout program
  - face-to-face, text, email, phone

**METHODOLOGY**
- Mixed methods study
  - quasi-experimental mixed method of data collection and analysis
  - quantitative and qualitative data
- Inclusion criteria
  - Mentor criteria
    - At least 2 years Vanderbilt NICU experience
    - Positive recommendation from direct supervisor
  - Mentee criteria
    - 1 year Vanderbilt NICU experience
- Sample
  - Convenience
  - 12 mentor / mentee dyads

**EVALUATION METHODS**
- Demographics
- McCloskey/Mueller Satisfaction Scale
- Intent to Stay Questionnaire
- Mentor Competency Assessment
- Mentor Efficacy Scale
- Focus Group Questions

**PROGRAM GOALS / OUTCOMES**

<table>
<thead>
<tr>
<th>Goal</th>
<th>Outcome</th>
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<tr>
<td>Participation in monthly mentorship meetings</td>
<td>75% 53%</td>
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<tr>
<td>Self-efficacy level increase at 3 months</td>
<td>25% 6%</td>
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<tr>
<td>Increase in mentor competence</td>
<td>25% 19%</td>
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<tr>
<td>Increase in NICU nurses job satisfaction</td>
<td>25% 11%</td>
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<tr>
<td>Increase in NICU nurses intent to stay</td>
<td>25% 60%</td>
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<tr>
<td>Increase in NICU nurses self-efficacy at 6 months</td>
<td>50% 10%</td>
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**DISCUSSION**
- 10 intact mentor / mentee dyads completed program
- Job satisfaction increased for mentees in all subscales, the difference was statistically significant for co-workers (p<.024), social interaction opportunities (p<.003), professional opportunities (p<.005), and praise and recognition (p<.004)
- Impact on intent to stay reported by mentees (60%)
- Mentor competence increased in all subscales, the difference was statistically significant except for developing a trusting relationship (p=168) and helping establish a work/life balance (p=0.052)
- Self-efficacy increased for mentors throughout the program (p<.001)
- Focus group questions yielded 33 responses coded into 22 distinct themes

**PARTICIPANT FEEDBACK**
- “The unit felt so big before I was assigned a mentor.”
- “I am really glad we can use facetime to meet since I live two hours away. It’s much better than just chatting on the phone.”
- “I knew I was busy between work and home, but I had no idea it would be this hard to find a time to meet. Juggling my kids’ activities, my work schedule, and my mentee has been harder than I realized”
- “I wish my mentee was on the same the shift as me. We have met for lunch but it was really hard to schedule since she works nights and sleeps during the day.”
- “I liked that there were more people at this meeting. I learn a lot hearing the day.”

**THEORY**
- REDCap
- Research Electronic Data Capture

**RECOMMENDATIONS**
- Peer to Peer Mentor Program increases job satisfaction and intent to stay
- Development of Mentor Coordinator position
- NICU onboarding process changes to include mentoring
- Mentoring as part of clinical ladder advancement
- Mentored more likely to mentor in the future
- Cost effective strategy
- Applicable to all areas of VUMC and other professions

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