DOES UTILIZING NURSING GRADUATE ASSISTANTS IMPACT ATTRITION RATES ACROSS NURSING PROGRAMS?
CARLOW UNIVERSITY
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**Background**
- Attrition of undergraduate and graduate students
  - Undergraduate retention of <70% across 3 years
- Focus groups of faculty and students identified need for improved initiatives to address diversity, technology, simulation, tutoring, and student onboarding
- Assessment of effectiveness of student academic and professional role development needs

**Outcomes**
- 6 faculty mentored Graduate Assistant students in various roles
- Some of the faculty mentored more than 1 Graduate Assistant student to fulfill needs in various aspects of programs
- Overall faculty satisfaction was overwhelmingly positive
- Outcomes of GA work was so positive that an additional position was funded for the AY 2019-2020

**Recommendations**
- Continue recruiting GA students annually to improve all programs
- Evaluate outcomes related to retention

**GA Roles and Programs**
- Onboarding
  - RN-BSN
  - MSN Education and Leadership
  - MSN FNP and WHNP
  - Healthcare Data Analytics
- Skills Lab practice and testing
- Assist with tracking of clinical documents for BSN
- Curriculum and course redesign
- Conduct study sessions and tutoring
- Collaborate on development of scenarios for professional role NP course

**Innovative Approaches**
Graduate Assistant (GA) students were employed to design, develop, and implement innovative strategies to address priority areas of need.

**FACULTY SATISFACTION**
- 6 faculty mentored Graduate Assistant students in various roles
- Some of the faculty mentored more than 1 Graduate Assistant student to fulfill needs in various aspects of programs
- Overall faculty satisfaction was overwhelmingly positive
- Outcomes of GA work was so positive that an additional position was funded for the AY 2019-2020

**STUDENT SATISFACTION**
- 11 doctoral students served in GA positions
- GA satisfaction was reported as generally positive with recommendations for improvement of the GA role
- Lack of clarity of role
- Variability in onboarding of the GA role

GA funding was established to engage students in quality improvement within the College of Health and Wellness.

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