Research Question
What are the effects of a blended mentoring program on the perceived social support of novice NPs when transitioning from a staff RN to a novice NP in a hospital setting?

Introduction
• Continued growth is expected as APRNs fill the gap in patient care as a result of the reduction in resident physician work hours
• Years of research have demonstrated the difficulty novice APRNs experience as they transition from RN to APRN
• Support for novice APRNs has been found to be a facilitating factor in the transition; however, there is no consensus in the literature as to what type of support is most beneficial
• The Institute of Medicine (IOM) suggests a residency program for all novice APRNs, but these are typically one to two years in length and costly

Research Aim
The project aim is to demonstrate a blended mentoring program, combining traditional face-to-face mentoring with e-mentoring, will provide necessary social support to ease transition from RN to APRN.

Intervention
• All new APRNs with less than 1 year experience offered a mentor during their orientation period
• Mentors and mentees attend a Meet & Greet session in person for introductions and matching
• Blended mentoring format – face to face, Skype, FaceTime, Lync, email, phone
• Mentors and mentees required to have contact at least once a week during the first 3 months

Evidence Framework

Research Aim

Intervention

Method

Next Steps
1. December 2015 - Complete pilot project and analyze data
2. September 2015 - Enroll next cohort of mentors
3. September 2015 - Engage retired APRNs as volunteer mentors
4. January 2016 - Add evaluation of engagement to determine effect of mentoring on APRN engagement
5. Beginning January 2016 – Begin to track retention in both the role and within the organization

Evaluation
1. First group of mentees will be enrolled August 2015
2. Mentor requirements – 3 years as APRN, good standing, manager approval, and complete a mentor training program
3. Wilcoxon Signed Ranks to measure perceived social support at baseline and 3 months
4. Demographic data will be collected to also look at length of years as an RN, first RN degree, current degree, and age
5. Currently in Step 4 of the Stevens Star Model – Practice Integration

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