Exploring the Methods and Value of Retaining Master’s Prepared Nurses at the Bedside
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**Problem Statement:**
The complexity of nursing is ever increasing, there is a need for those with developed critical thinking skills to be mentoring and leading nurses involved in direct patient care.

**PICO Question:**
What incentives would keep master’s prepared nurses (MPNs) at the bedside?

**Benefits of keeping MPNs at the bedside:**
- Improved palliative care, continuity of care, mental health, transition care, central venous catheter care (Ge, Xi & Guo, 2015)
- 10% increase in proportion of nurses with bachelor’s or above associated with one fewer death and one fewer failure to rescue for every 1,000 inpatients (Liao, Sun, Yu & Li, 2016)
- Critical thinking of nurses with advanced education aids in early detection of changes, to avoid and reduce failure to rescue and decrease mortality (Conley, 2015)
- RN vacancy rate currently 8% leading to excess labor utilization such as overtime and travel/agency usage (National Healthcare Retention & RN Staffing Report, 2019)
- Highest dissatisfiers of advanced degree nurses were compensation and limited professional development opportunities (Brayer et al., 2017)

**Theoretical Framework**
Patricia Benner's Theory: From Novice to Expert (Cziko et al, 1989)

**Background**

**LITERATURE REVIEW**

Benefits of keeping MPNs at the bedside:
- Improved palliative care, continuity of care, mental health, transition care, central venous catheter care
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- Critical thinking of nurses with advanced education aids in early detection of changes, to avoid and reduce failure to rescue and decrease mortality
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**Methods**

**SMART Objective #1:**
Develop a data collection survey for RNs by September 17, 2019 addressing reasons for obtaining or planning to obtain an advanced degree

**Plan:**
- Perform literature review to discover if pre-existing data collection survey is available

**Do:**
- Develop a data collection survey by incorporating literature findings into the survey
- Utilize survey items addressing reasons that an RN is obtaining or planning to obtain an advanced degree
- Determine incentives that would keep MPNs involved in bedside patient care through the survey

**Study:**
- Obtain feedback and approval from faculty regarding validity and reliability of the survey

**Act:**
- Distribute Google Form survey to all RNs within a Midwest medical center

**SMART Objective #2:**
By December 11, 2019 the QI team will present findings of the survey results for incentivization and literature review.

**Plan:**
- Based on feedback and results of the survey, determine strongest incentives that would keep MPNs involved at the bedside

**Do:**
- Develop a plan based on the results of the survey
- Propose initial plan with the key stakeholders for feedback

**Study:**
- Evaluate feedback received and explore risks/benefits of incorporating feedback into action

**Act:**
- Present QI team proposal at the Provost Colloquium

**Results**

**Participant Demographics**
Sample size was 208 total respondents to the survey (N=208)

**Motivation in obtaining an Advanced Degree**

**Incentives to Stay at the Bedside as a MPN**

**Recommendations**
- Present findings of QI project to hospital champions or leader task forces for further recommendations
- Expand a loan forgiveness program to include Master’s level education in exchange for years of employment
- Creativity with scheduling
- A proposed new flex position:
  - EBP projects
  - Leading in quality improvement initiatives
  - Administrative support
- Lunch & Learn to educate staff on the benefits of having MPNs

**Participan Demographics**

- Participants currently practicing at bedside: N=208
  - Yes at bedside, n=150
  - Not at bedside, n=58
- Current highest education:
  - Diploma, n=15
  - ADN, n=15
  - BSN, Enrolled in BSN, n=4
  - MSN, Current 5 years, Doctorate, n=66

Sample size was 208 total respondents to the survey (N=208)

Majority of respondents were not aware of benefits of MPN at the bedside