

**Student or Student Group Authorization
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This non-exclusive distribution license gives authorization for the permanent addition of selected student work to the Bryan College of Health Sciences Digital Archives. Works recommended by the course faculty or faculty advisor will be accepted and made available within the Bryan College Scholarly Works Archives, the College's open access digital repository.

To facilitate collection of individual permissions, the Authorization may be requested of each student in the course prior to the presentation of the research project. Faculty will determine the projects to be submitted to the Archives, based on criteria within the grading rubric for the project. Students will be notified of their research project's inclusion in the Archives.

I agree to deposit my research project into the permanent collection of the Bryan College of Health Sciences (BCHS) Digital Archives. I agree that BCHS has the non-exclusive right to make this work available for open access via the Bryan College Scholarly Works Archives. I acknowledge that the submitted work is my original creation, that it follows all conventions of academic rigor, including proper citations, and permissions from third party content providers and copyright holders. This agreement is valid unless I terminate it via signed communication with the repository administrator.

Student Information (if the research was a group project, each student must provide name, email and signature)

Student author name: Kris Meyer
Student e-mail address: kris-meyer@bryanhealth.org
Student signature: Kris Meyer Date: 12/11/19

Student author name: Bryanna Hayes
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Student author name: _____
Student e-mail address: _____
Student signature: _____ Date: _____

(continued on the following page)

Upon determining the eligibility for deposit of a student research project into the Bryan College of Health Sciences Digital Archives, the following information must be completed.

Program and course for which the research project was completed:

Program: __Master of Science in Nursing – Leadership Track **Course number:** _NURS785

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Faculty Advisor Information

Faculty advisor name: _Michelle Johnson, PhD, RN_

Faculty title and institutional affiliation: _Professor, Bryan College of Health Sciences _____

Faculty advisor e-mail: __michelle.johnson@bryanhealthcollege.edu__

I recommend the deposit of this student work into the permanent collection of the Bryan College of Health Sciences (BCHS) Digital Archives.

Faculty signature: Michelle Z. Johnson, PhD, RN **Date:** 12/11/19

* * * * *

Title of student's (or group) work/research project: __Exploring the Methods and Value of Retaining Master's Prepared Nurses at the Bedside _____

Subject/keywords describing the work: master's prepared nurses, incentives for bedside nursing, retaining bedside nurses____

Presentation location (including a conference name, if applicable) **and date:** __Provost Colloquium, Bryan College of Health Sciences, December 11, 2019 _____

Descriptive abstract/summary of the scholarly work (beneficial but optional):

Purpose: The purpose of this quality improvement project was to explore the methods and value of retaining advanced degree nurses at the bedside and determine incentives that would support this action.

Background: Literature supports the benefit of master's prepared nurses (MPNs) providing bedside care to improve patient outcomes, decrease mortality and failure to rescue, and address the nursing shortage.

Methods: A survey was developed using Google Forms to evaluate the nurses' awareness of the supporting literature and identify desired incentives. The key stakeholders included nursing directors. The setting was a large medical center located in the Midwest. The survey was emailed to all registered nurses at the medical center and yielded 208 responses. The sample included 66 nurses with a master's degree or higher, or planning to obtain a master's degree in the next 5 years.

Results: Over half of the respondents had minimal to no knowledge of the benefits of having MPNs at the bedside and only 16.1% of nurses were motivated to remove themselves from the bedside by seeking a higher degree. The most significant incentives to keep MPNs at the bedside included pay increase (90.3%) and weekend/holidays off (71%); 67.7% of MPN respondents were currently practicing bedside nursing. The qualitative data identified a tuition assistance program and recognition on name badge as common incentives.

Recommendations: Take the findings to an interprofessional focus group for further analysis, educate employees of the benefits of having MPNs at the bedside and discuss the results with the stakeholders.

Both the student(s) and faculty research advisor for the student work must complete and sign this form before the student's research documents or files are deposited in the Bryan Archives collections. If multiple students were involved in the research project, each student must sign the Student Authorization Form. The signed authorization form will be kept on file in the Library but will not be displayed with the work.