Exploring the Methods and Value of Retaining Master's Prepared Nurses at the Bedside

Kama Bedient, BSN, RN, Bryanna Hayes, BSN, RN, & Kris Meyer, BSN, RN
Faculty Advisor: Michelle Johnson, PhD, RN

BACKGROUND

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.

- Nurses obtain advanced degrees then leave the bedside and/or organization
- National nursing shortage
- Research supports the benefit of advanced degree nurses providing direct patient care

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

LITERATURE REVIEW

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 (Carlson et al, 1989)
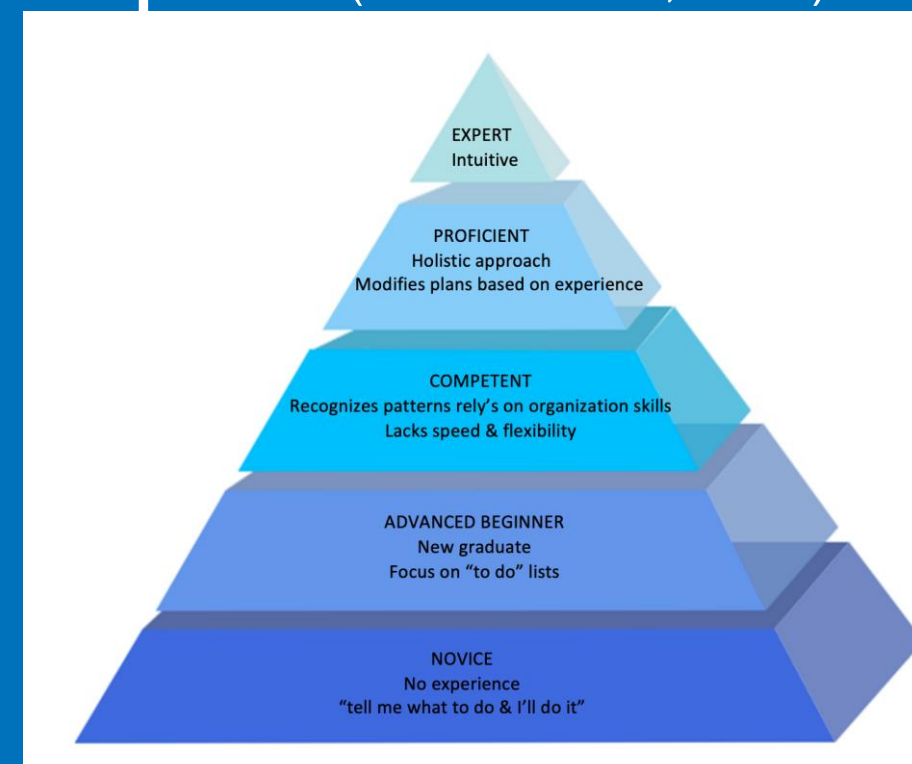
METHODS

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

PARTICIPANT DEMOGRAPHICS

Participants Currently Practicing at Bedside

Current Highest Education Level
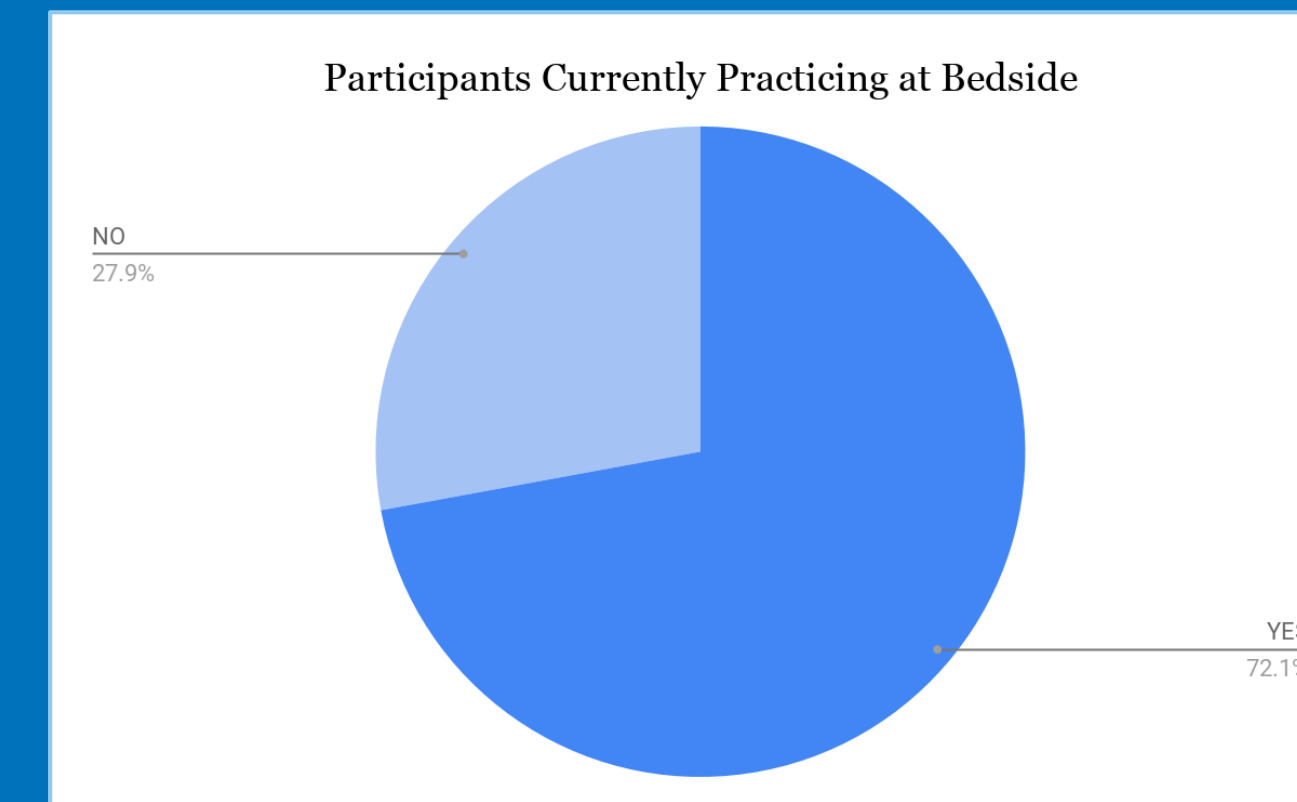
Sample size was 208 total respondents to the survey (N=208)
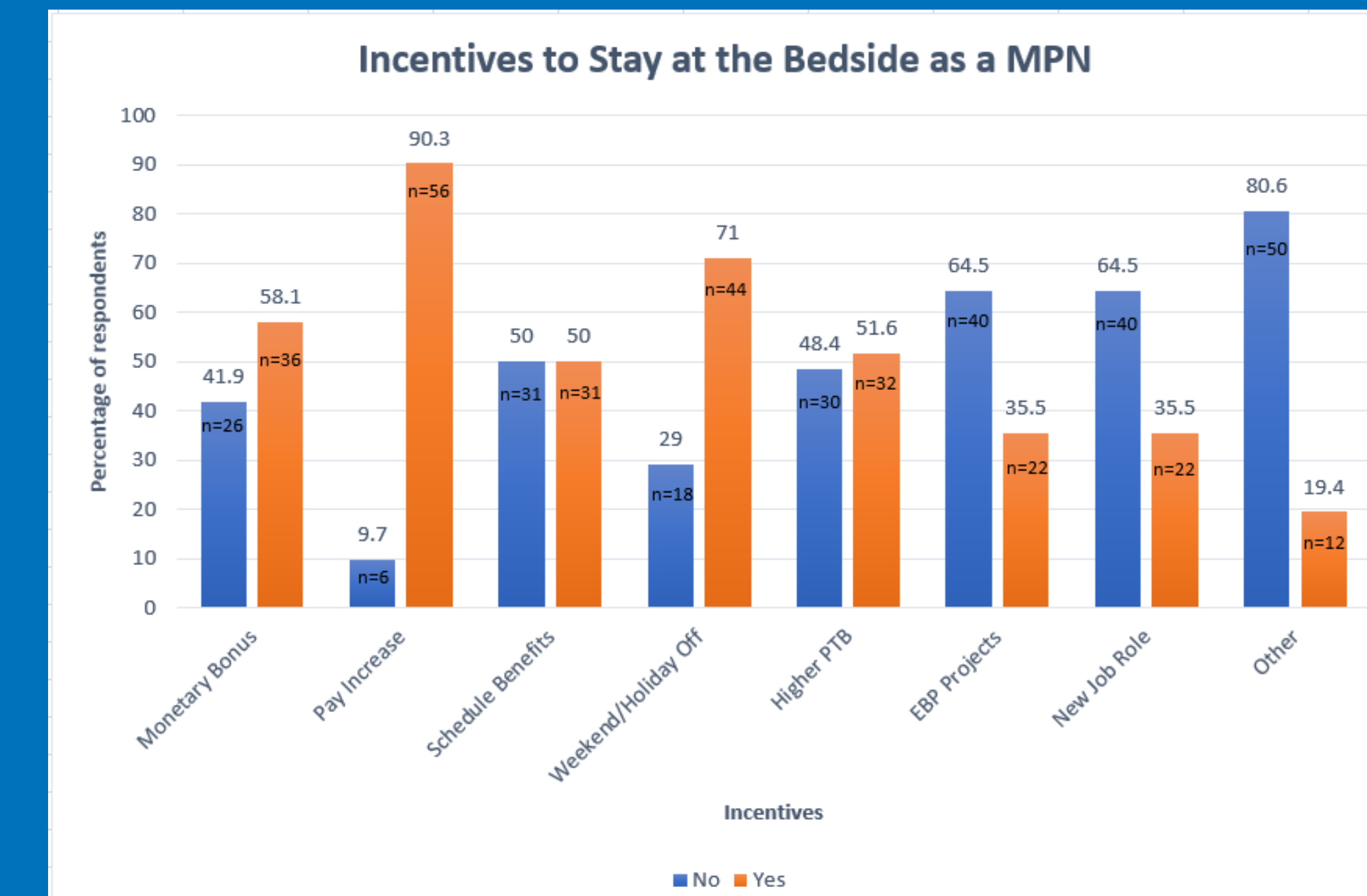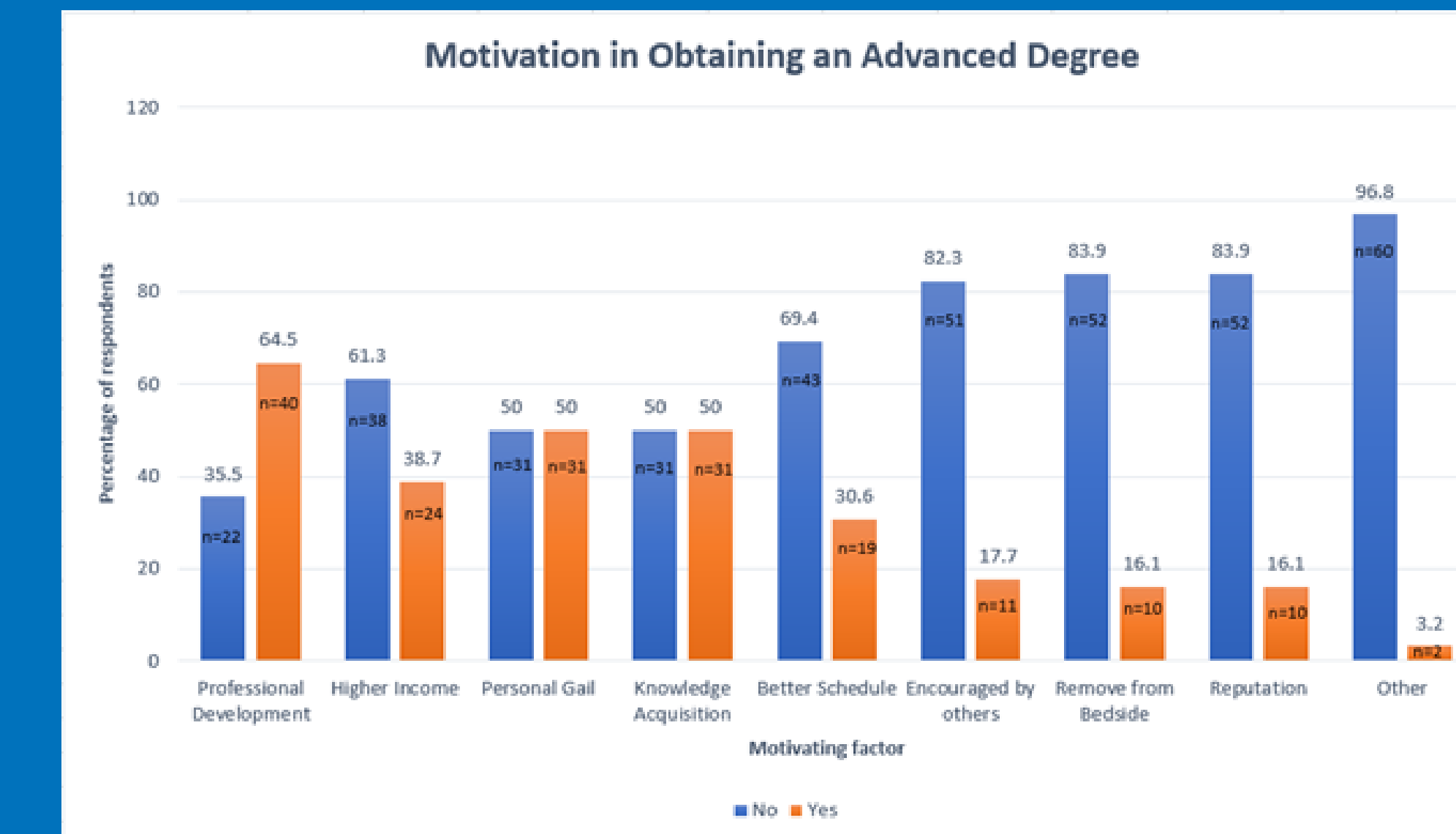
Participants currently practicing at bedside:
- N=208
- Yes at bedside, n=150
- Not at bedside, n=58
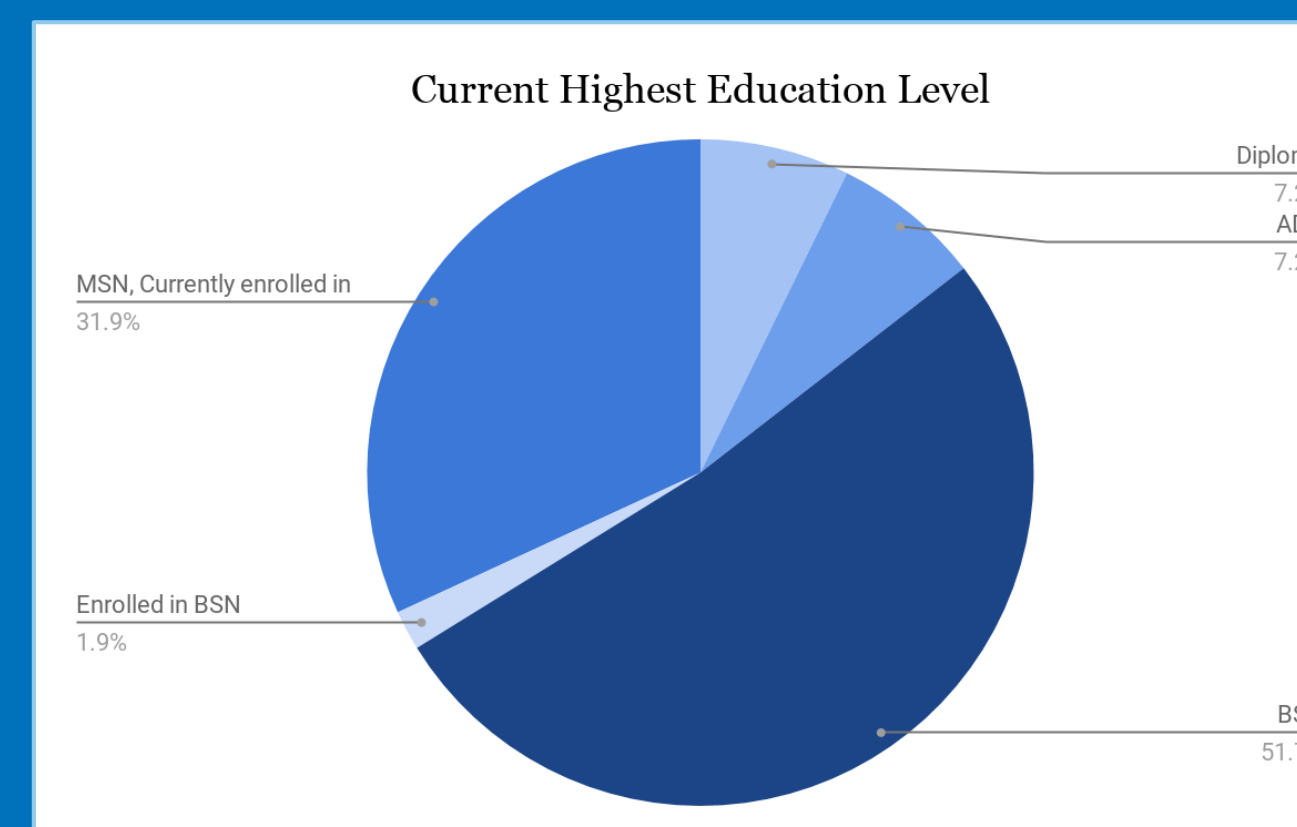
Current highest education:
- N=207 (1 missing response)
- Diploma= 15
- ADN= 15
- BSN= 107, Enrolled in BSN= 4
- MSN, Current, 5 years, Doctorate= 66

RESULTS

Motivation in Obtaining an Advanced Degree

Incentives to Stay at the Bedside as a MPN

- Other suggested incentives: scheduling preferences, recognition on badges, and more tuition assistance/loan forgiveness, knowledge sharing regarding best practice/unit based decision making/career ladder, split role (flex role) between administrative/educator role

- 65.2% of respondents stated they are *likely* or *very likely* to stay at the bedside if incentives were implemented

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

KnowledgeTotalScore
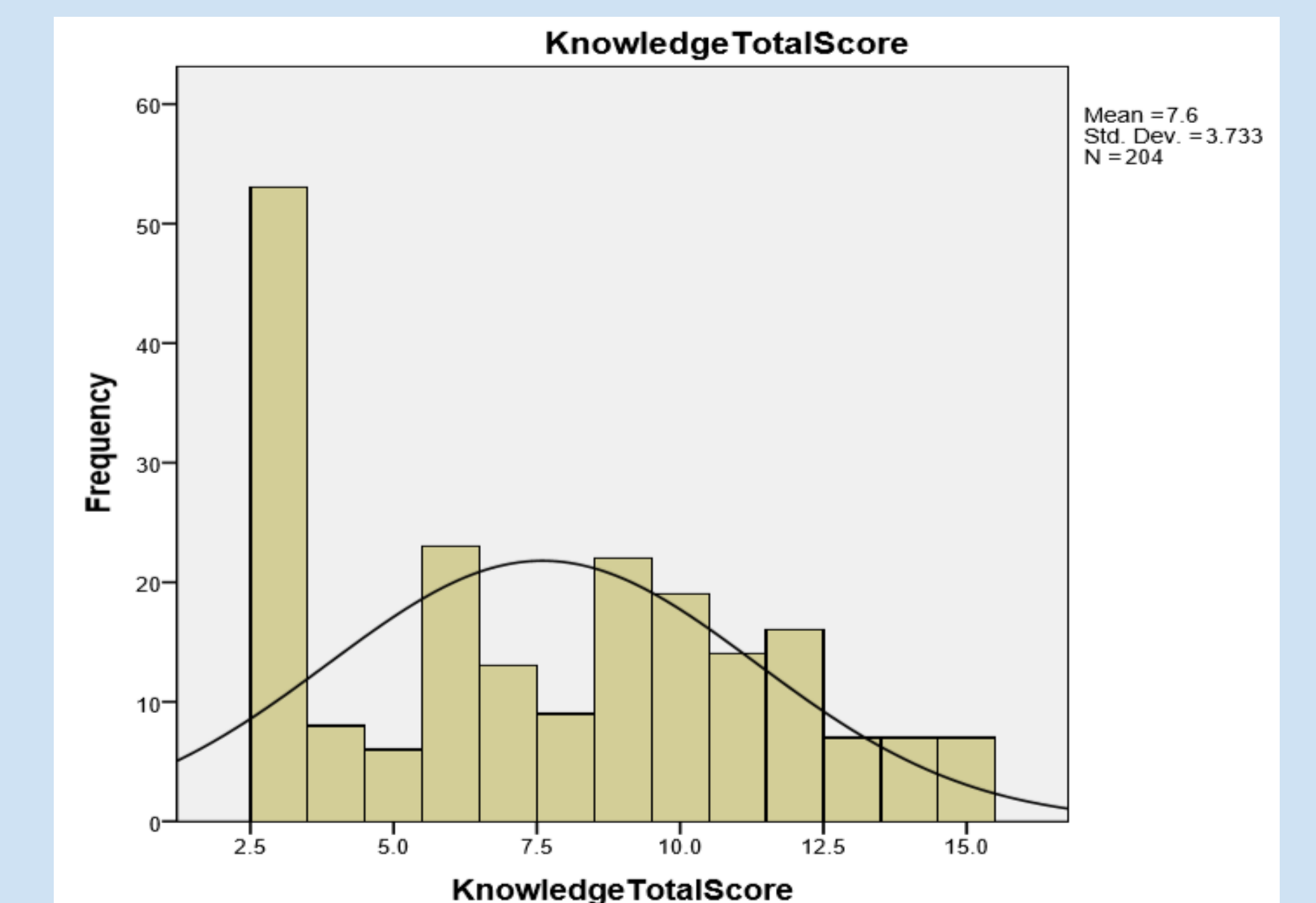
RECOMMENDATIONS

- 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

Bryan COLLEGE OF HEALTH SCIENCES