

Graduate Nurse Peer Mentoring Program

**Cherry Lyn Fuentes,
MS-C, RN-BC**

May 8, 2018



Phelps Hospital
Northwell HealthSM

PICO

P

- New Graduate Nurses

I

- Mentoring Program

C

- No Mentors

O

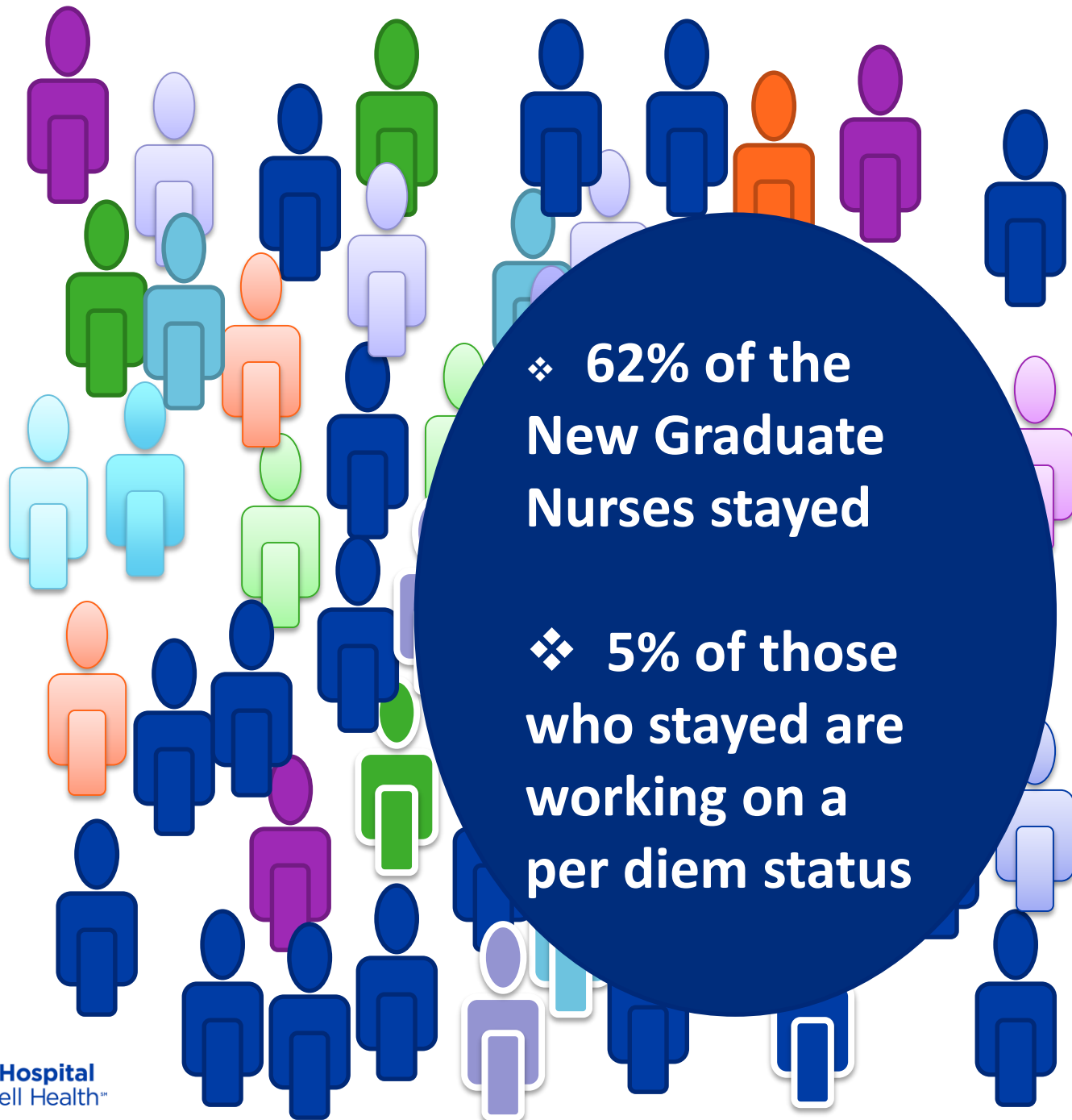
- Increase in staff satisfaction and retention



**53 New Graduate Nurses
Were hired from 2010-2015**

Graduate Nurse Mentoring

How Many Stayed?



Mentor

- Comes from a Greek word that means **enduring**
- Refers to a sustained relationship between a youth and adult
- Webster defines it as a trusted advisor or teacher
- Seasoned individual who provides encouragement, support, and guidance to a less-experienced individual.



Mentoring Program

Peer Mentor Requirements

- Experience: Minimum 18 months and up to 5 years of experience
- Manager recommendation
- Commitment to mentor role for 1 year

Mentee-Mentor Matching

- Application completion
- Interview
- Coordination with CNS and manager

Mentoring Partnership

- Starts after orientation has been completed
- Lasts for a minimum for a year
- Meets face-to-face at a minimum of every 2 mos
- Maintains confidentiality of all patient and personnel information
- Agrees to be trustworthy, respectful, and supportive of each other

Graduate Nurse Peer Mentoring

Officially started in Feb 2017

Paired 17 New Graduate Nurses to a Mentor

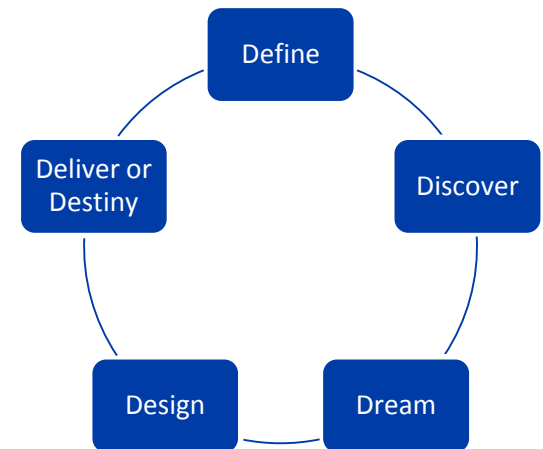
Appreciative Inquiry

1-In every society, organization, or group, something works.

2- What we focus on becomes our reality.

3- Reality is created in the moment, and there are multiple realities.

4- The act of asking questions of an organization or group influences the group in some way.



Appreciative Inquiry

5- People have more confidence and comfort to journey the future (the unknown) when they carry forward parts of the past (the known).

6- If we carry parts of the past forward, they should be what is best about the past.

7- It is important to value differences.

8- The language we use creates our reality.

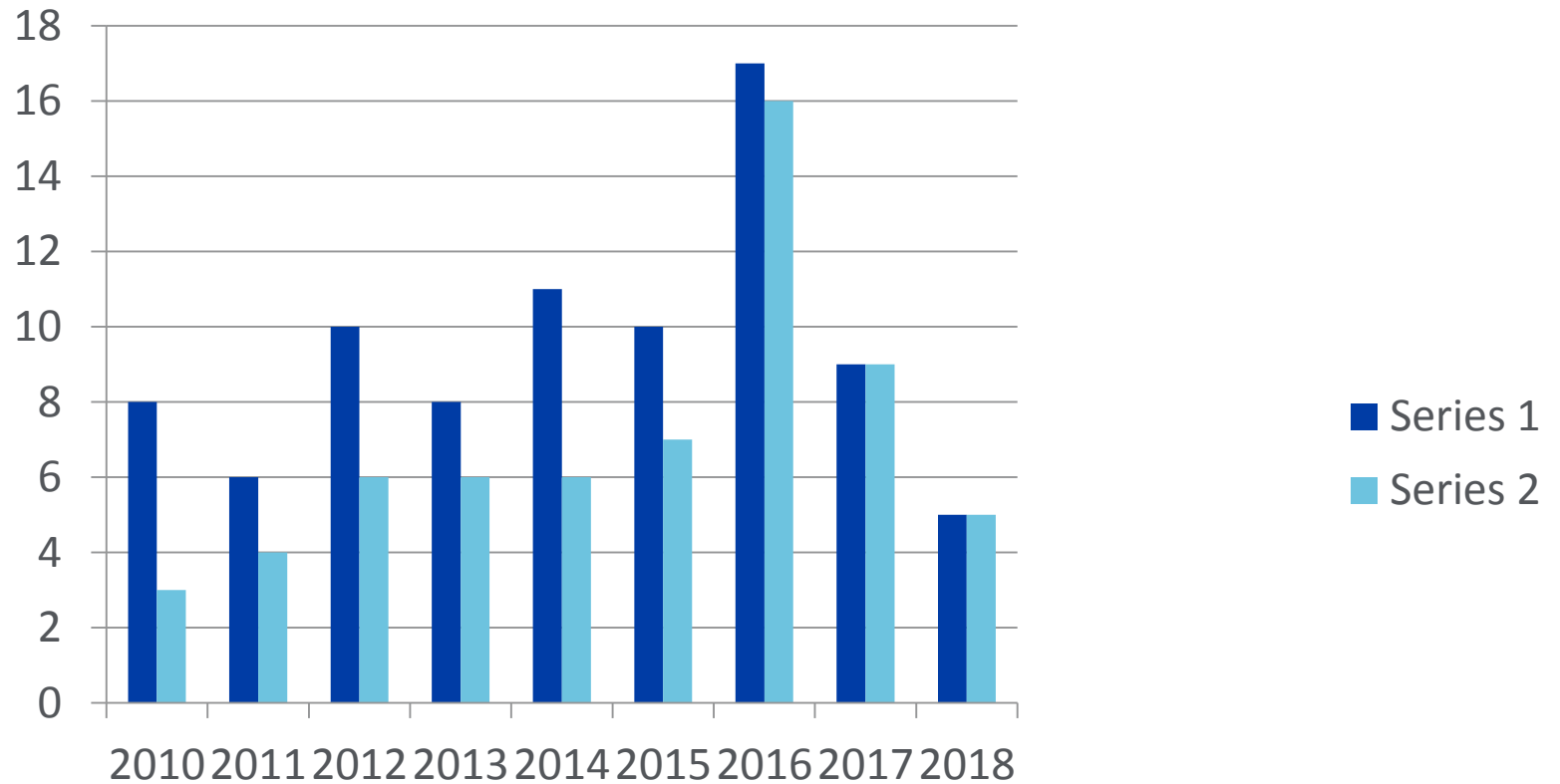
Outcomes



Topics

- Benefit Time
- Fall procedures
- AMA procedure and paper work
- Patient Handling
- Portfolio
- Time Management
- Sepsis Protocol
- Floating
- Orientation
- Charge Nurse
- Employee Assistance Program
- Med Event
- Communication
- LEP resources
- Clinical Ladder
- Continuing Education
- iLearn
- Committees
- Workplace Injury
- Patient Assignment
- Self-Care

Retention



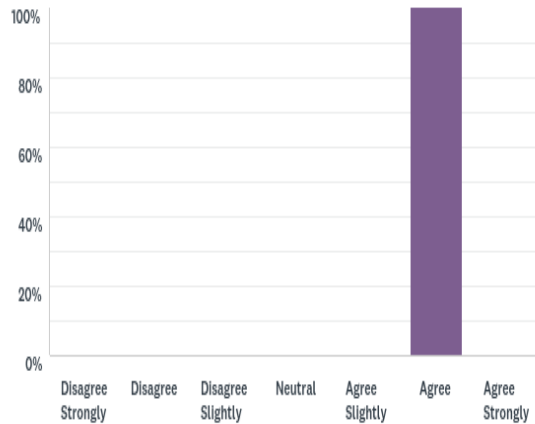
Clinical Ladder

**4 New Graduate
Nurses were
promoted to RN II**

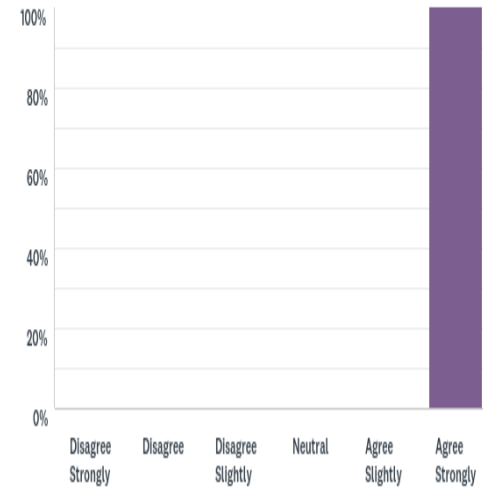


Intent to Stay in the Job

Q3 Generally speaking, I am very satisfied with this job.

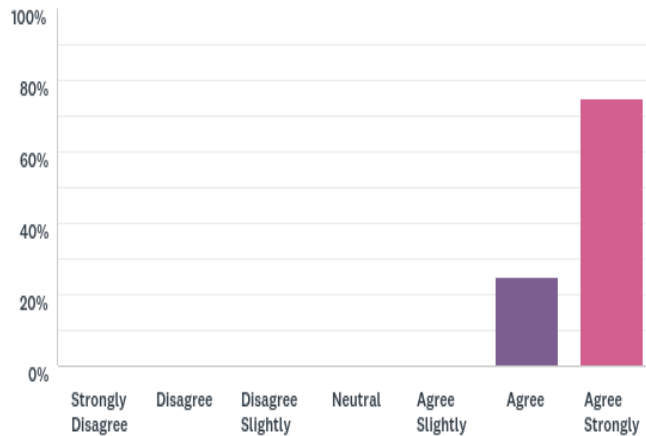


Q6 I feel a great sense of personal satisfaction when I do this job well.

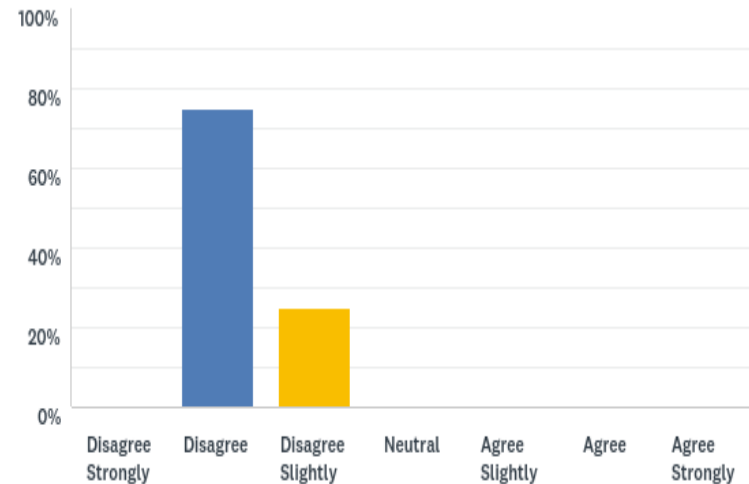


Intent to Stay in the Job

Q7 The work I do on this job is very meaningful to me.

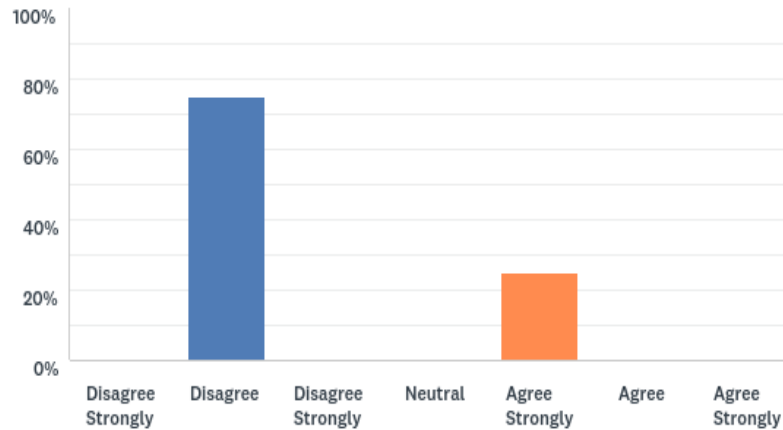


Q9 I frequently think of leaving this job.

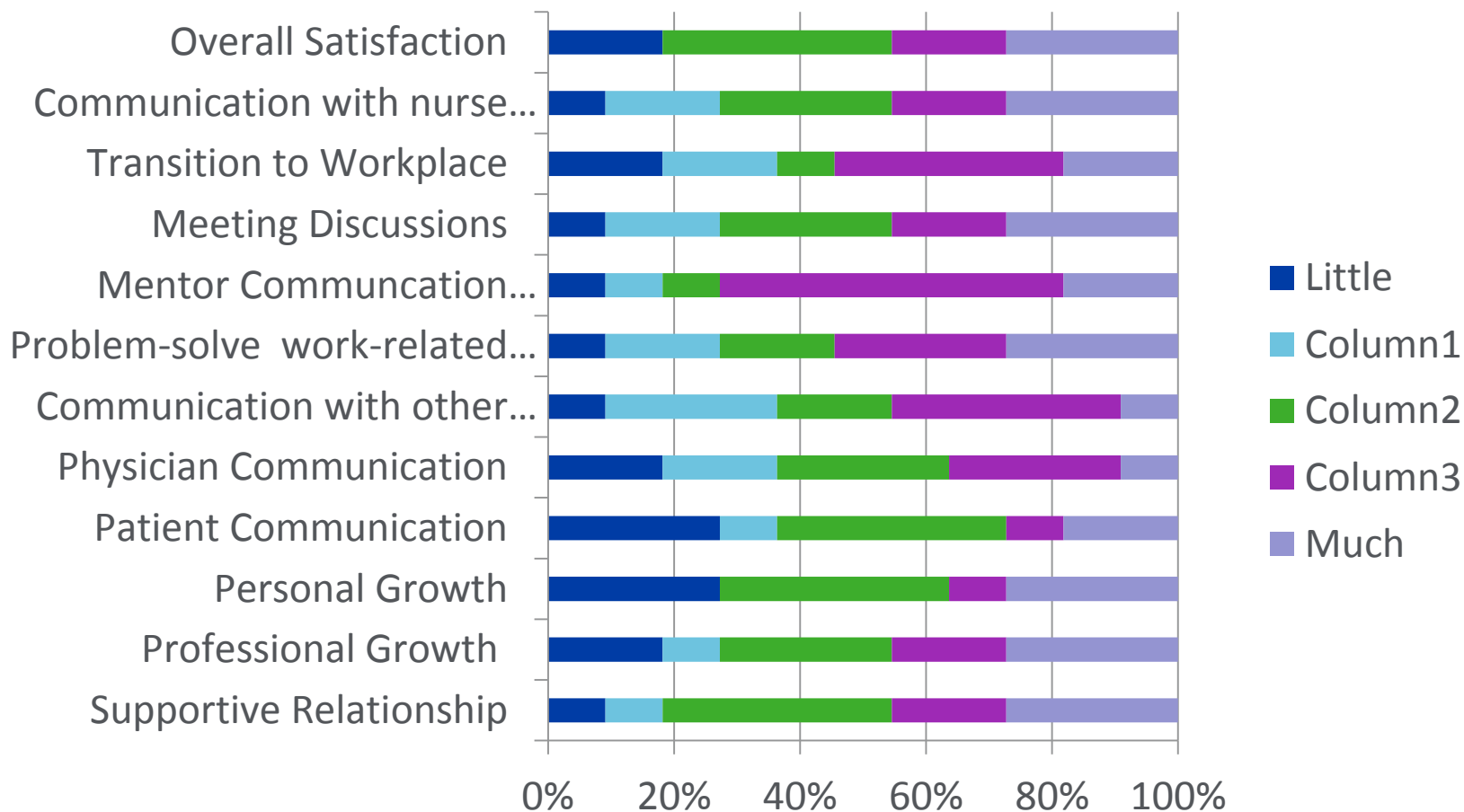


Intent to Stay in the Job

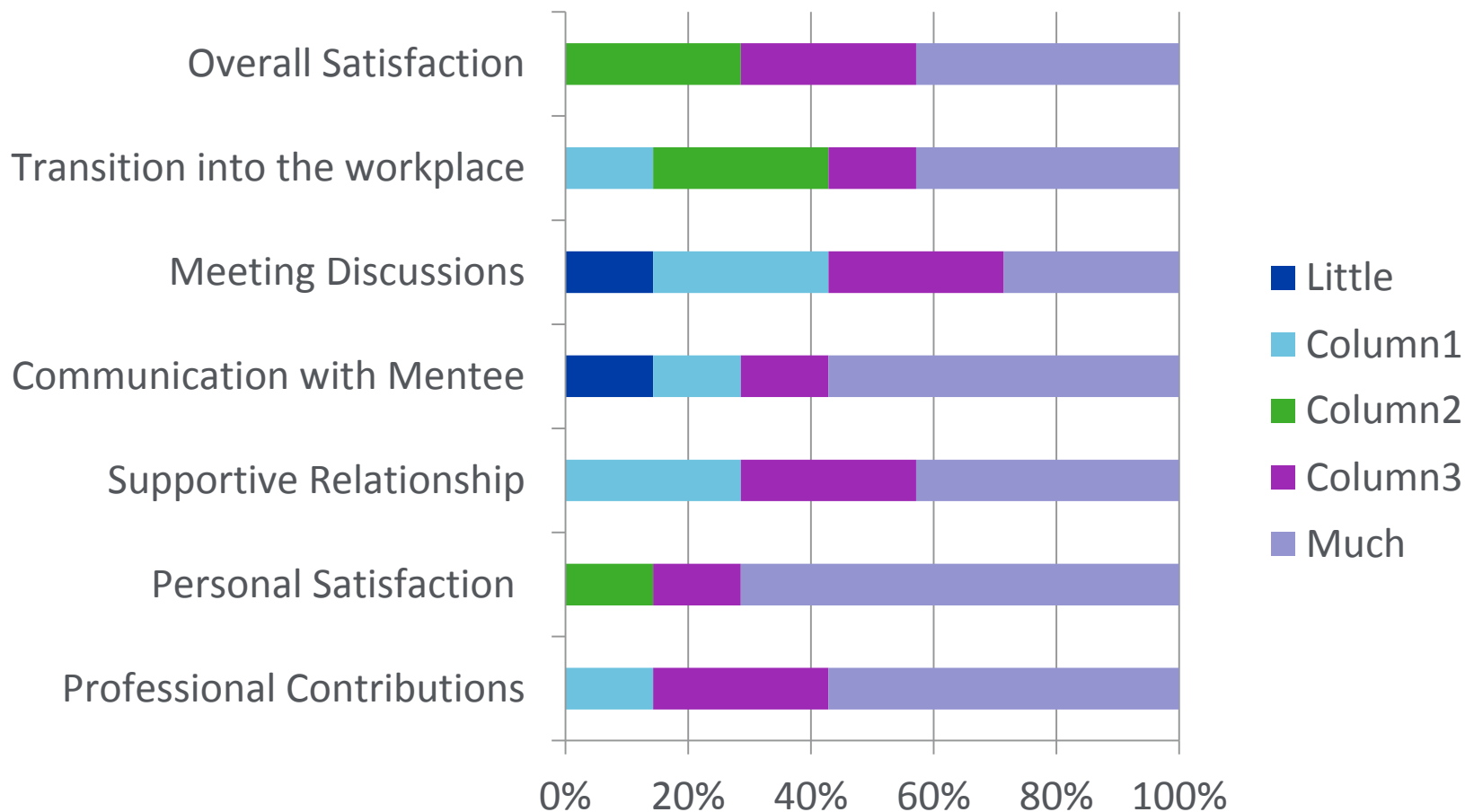
Q11 I often have trouble figuring out whether I'm doing well or poorly on this job.



Program Satisfaction- Mentee



Program Satisfaction-Mentor



Program Satisfaction

Comments:

*-Aimee was an excellent mentor. I think that this program is a great resource, especially for people who are brand new to the organization and may not know who to confide in.
Thank you for your support through my orientation.*

-Overall good program!

-Everything has been good.

-My mentee and I have a very good relationship now it is more of a peer relationship now.

- I am lucky enough to have many mentors.

Summary

- It is premature to conclude the effect of mentoring program in relation to retention
- Mentoring Program could offer support and resources to the new graduate nurses
- The following affects the success of mentoring partnership:
 - Timing
 - Proximity
 - Initiative of the mentee
 - Personality differences

Thank You!!!

Aimee Dieter
Lizeth Cervantes
Lina Salazar
Sherin Ninan
Rachel Ansaldo
Christopher Moon
Michael Palazzo
Kristin Santoro
Shijin Jose
Alexandrea Reale
Coleen Caron

References

Academy of Medical-Surgical Nurses (2015). AMSN Mentoring Program, Site Coordinator Guide.

Hammond, S. (2013) *The Think Book of Appreciative Inquiry*. Oregon: Thin Book Publishing Co.

Frost, N., & Nickolai, L. (2013). From our readers: How mentorship affects retention rates of new nurses. *American Nurse Today*, 8(4). Retrieved from <https://www.americannursetoday.com/from-our-readers-how-mentorship-affects-retention-rates-of-new-nurses/>

Weese, M. M., Jakubik, L. D., Eliades, A. B., & Huth, J. J. (2015). Mentoring Practices Benefiting Pediatric Nurses. *Journal Of Pediatric Nursing*, 30385-394. doi:10.1016/j.pedn.2014.07.011