

# **Implementing the Academy of Medical-Surgical Nurses Mentoring Program for Newly Hired Experienced Nurses**

**J. Bamgbopa, DNP, RN, J. Astrella, DNP, RN, CNE**

Touro University Nevada, School of Nursing, Henderson, NV

The DNP project is a pilot program that implements the Academy of Medical-Surgical Nurses (AMSN) Mentoring Program in an ambulatory endoscopy center. The purpose of implementation is to identify the effects of nurse mentoring on newly hired nurses' intent to stay in practice and retention on the job. The framework that guides the DNP project is the IOWA framework. The IOWA framework promotes an evidence-based practice (EBP) project. This means the project implements evidence-based intervention into practice. The project participants were five mentees and five mentors. The AMSN intent to stay survey and the Casey-Fink nurse retention survey were utilized pre and post intervention to determine the effects of the implementation of the EBP intervention. The surveys were disbursed via secure email and the completed surveys were received through the same channel. All the project participants that received the surveys returned their completed surveys. The main findings of the EBP implementation project are the low rate of intent to quit the job, improved intent to stay in the job, newly hired nurses more confident to perform their jobs, and higher level of overall job satisfaction outcomes. Findings also indicate a positive outcome on nurse retention. From these results, nurse mentoring is significant as a professional development strategy, a job satisfaction parameter that promotes intent to stay in the job and reduces nurse turnover. Nurse mentoring is relevant in the nursing field in enhancing nursing skills, communication, and promotes quality

of care and patient safety. There is room for further studies as this project is limited by the small sample size of five mentees and five mentors.







































