

Development and Implementation of a Novel Advanced Practice Provider Mentorship Model

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Objectives

- 1) Explain the benefits of mentorship programs for both new graduate advanced practice providers (APPs) and experienced APPs.
- 2) Identify key strategies for developing and implementing a mentorship program that advances the preparation of new graduate APPs.
- 3) Describe how an academic-clinical partnership model can augment the health of Maryland residents in unique ways.

Background

- The national need for advanced practice providers (APPs) is expected to increase by more than 25% over the next 10 years.
- One challenge is to help APPs transition successfully from the role of student to a new advanced practice role.
- Through engaging new APPs and providing the support they need to become competent providers, we can improve retention, increase patient satisfaction, and provide safe, efficient, high quality patient care.

Development

- A 2016 Nurse Support Program II grant supported the University of Maryland School of Nursing (UMSON) and University of Maryland Upper Chesapeake Health (UM UCH) in establishing an academic-practice partnership.
- A small team was established to develop an APP mentorship program titled CATAPULT: Coaching Advancement to All Providers Using Leadership Tools.
- HERO journey and four pillars of care at UM UCH: Safe Care, Quality Care, Efficient Care and Empathic Care.

Program Goals

- Transition the new graduate to the role and responsibilities of being an Advanced Practice Provider (APP) within an acute care setting.
- Establish a positive year-long mentoring relationship between the novice APP and experienced APP.
- Develop a toolkit to assist and augment the mentorship relationship.
- Provide continuous support and evaluate the mentoring relationship with bi-directional feedback.

Methods

Role of UMSON faculty and UM UCH staff in developing the mentorship program.

Selection of mentors and integration into busy clinical schedules.

Development of a 12-month mentorship timeline.

Development and Implementation of the CATAPULT Mentorship Workshop

- Matched mentors and mentees
- Trained all participants in the mentorship process
- Outlined the steps of the 12-month mentorship relationship
- Established group bonding

Post-workshop evaluation and check-in at month 2

Toolkit Contents

- Presentations/Videos
 - The Role of the Mentor
 - The Role of the Mentee
- Professional Development Resources
 - Business documents of the advanced practice registered nurse: Curriculum vitae, resume, and biosketches
 - Mentoring: A vital link in nurse practitioner development
 - Topics in nurse practitioner professional role development
- Mentoring Resources
 - A Guide for the First Mentorship Meeting
 - Professional Development Plan Template
 - Mentorship Program Meeting Template

Results

The implementation of the CATAPULT Mentorship Workshop was a success, and 4 dyads of mentors and mentees have been matched. The program is currently completing month 3 and is on track to accomplish all goals by February 2022.

CATAPULT

Coaching Advancement to All Providers
Using Leadership Tools

Next Steps

- Provide continuous support and evaluate the mentoring relationship with bi-directional feedback at months 4 and 8.
- Implement a closing CATAPULT Reflection Workshop and evaluate the program at month 12.
- Revision and improvements in preparation for the next cohort of mentors and mentees.
- Implementation of CATAPULT at University of Maryland Medical System hospitals

Conclusions

- Relationship-building and face-to-face interactions are key to successful academic-practice partnerships.
- Continual support and bi-directional feedback are needed to properly support mutually-beneficial mentor-mentee relationships.
- Buy-in and support from advanced practice leaders is essential in establishing successful mentorship programs.
- Nursing schools and health care institutions must collaborate to improve the academic and clinical preparation of NPs.

References

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Notes

This work was supported by a Nurse Support Program II grant from the Health Services Cost Review Commission (HSCRC), administered by the Maryland Higher Education Commission (MHEC) (NSP II-17-117).