

Clinical Practice Abstract for Podium Presentation

Title: “A Rolling Stone Gathers No Moss: Best Practice in Nurse Practitioner Retention”

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Needs Assessment Statement: Health care facilities and medical groups of all sizes and locations need to retain nurse practitioners for patient access, role satisfaction of the nurse practitioner, and cost containment.

3 Learning Objectives:

The learner will select retention methods already available in the health care facility or medical group.

The learner will create workplace opportunities of the healthcare facility or medical group to address the challenge of retention.

The learner will choose valued staff of the healthcare facility or medical group to teach and mentor the nurse practitioner for retention.

Abstract Summary:

While nurse practitioner fellowships and residencies may be typical for larger medical teaching hospitals and medical groups, smaller healthcare facilities and medical groups also need to retain nurse practitioners. Continual turnover can result in frustration and does not foster quality care or outcomes. Whether a new graduate nurse practitioner or experienced, relying on talents and strengths within the organization can identify how to capitalize solutions to retention. As the nurse practitioner becomes well-versed in culture as well as the professional practice, the nurse practitioner can submerge into the role, commit to the organization or medical group in a reciprocal relationship, thus combining retention, patient satisfaction, and cost containment.

Abstract

Background: Nurse practitioners are challenged to find the role best suited for their professional development. Because of this challenge, nurse practitioners do not understand the full scope of their potential in education, licensure, and certifications during their career. As the healthcare facility or medical group takes the lead in fostering climate conducive to retention, patient satisfaction, and cost containment, the nurse practitioner can then see the long-term relationship and opportunity for growth (Arthur et al., 2020).

Methods: In 2016, Riverside Medical Center in Kankakee, Illinois, gathered administration, physicians, nurse practitioners, and consultants who identified strengths, barriers, and opportunities for role satisfaction, professional development, cost containment, and retention. Modalities of strengths, crossing barriers, and allowing opportunities for nurse practitioners to work autonomously and successfully became apparent. (Schumacher & Risco, 2017). Interviewing, hiring, onboarding, a 12-week orientation through the Riverside healthcare environment, mentorship, and active clinical leadership roles were achieved without high costs and continuous turnover.

Results: Promoting nurse practitioner practice to the maximum extent of licensure and certification in multiple practice settings such as primary care, specialties, and immediate care was the result, even during COVID environment and national economic downturn. Nurse practitioner leadership among the group produced development of the infrastructure. The transition to practice was supported by practice-based learning, organizational opportunities, and development support during orientation. Continued mentorship and team cohesiveness fostered ongoing evidence-based practice development into quality outcomes. (Bush, 2016).

Conclusions: Despite location or size, health care facilities and medical groups possess the ability to retain nurse practitioners through creative strategies. Upon building the infrastructure with these strategies, healthcare systems can develop the nurse practitioner's role satisfaction, promote patient access, and minimize costs.

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Bush, C. & Lowery, B. (2016). Postgraduate nurse practitioner education: Impact on job satisfaction. *The Journal for Nurse Practitioners*, 12 (4), 226-234. <http://dx.doi.org.10.1016/j.nurpra.2015.11.018>

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