

INTRODUCTION

- Resident Registered Nurse Anesthetists (RRNAs) are isolated in their role and are under enormous stress
- Excessive stress can manifest as detrimental physical and mental ailments that harm RRNAs

BACKGROUND AND SIGNIFICANCE

- Mentorship and mentoring initiatives provide positive benefits to RRNAs
 - Decreased daily levels of stress
 - Increased perceived clinical self-efficacy
 - Formalized mentorship enhances the mentoring relationship
- Organizations must bear the responsibility of creating a negative culture
 - Must also be recognized for promoting a culture of wellness

NEEDS ASSESSMENT

- American Association of Nurse Anesthetists (AANA) Health and Wellness Committee
 - Focused on wellness in response to substance abuse disorder in the nurse anesthesia community
 - No mention of mentoring as a viable or positive way to alleviate stress
- The Council on Accreditation of Nurse Anesthesia Educational Programs (COA)
 - Nurse anesthesia programs (NAPs) should implement an aspect of understanding wellness and positive coping mechanisms
- No literature regarding mentorship from the perspective of the nurse anesthesia program director (NAPD)

PROBLEM STATEMENT

- Would education regarding stress and RRNAs, mentoring and formal mentorship programs affect NAPDs' organizational readiness for implementing mentorship and formalized mentorship programs?

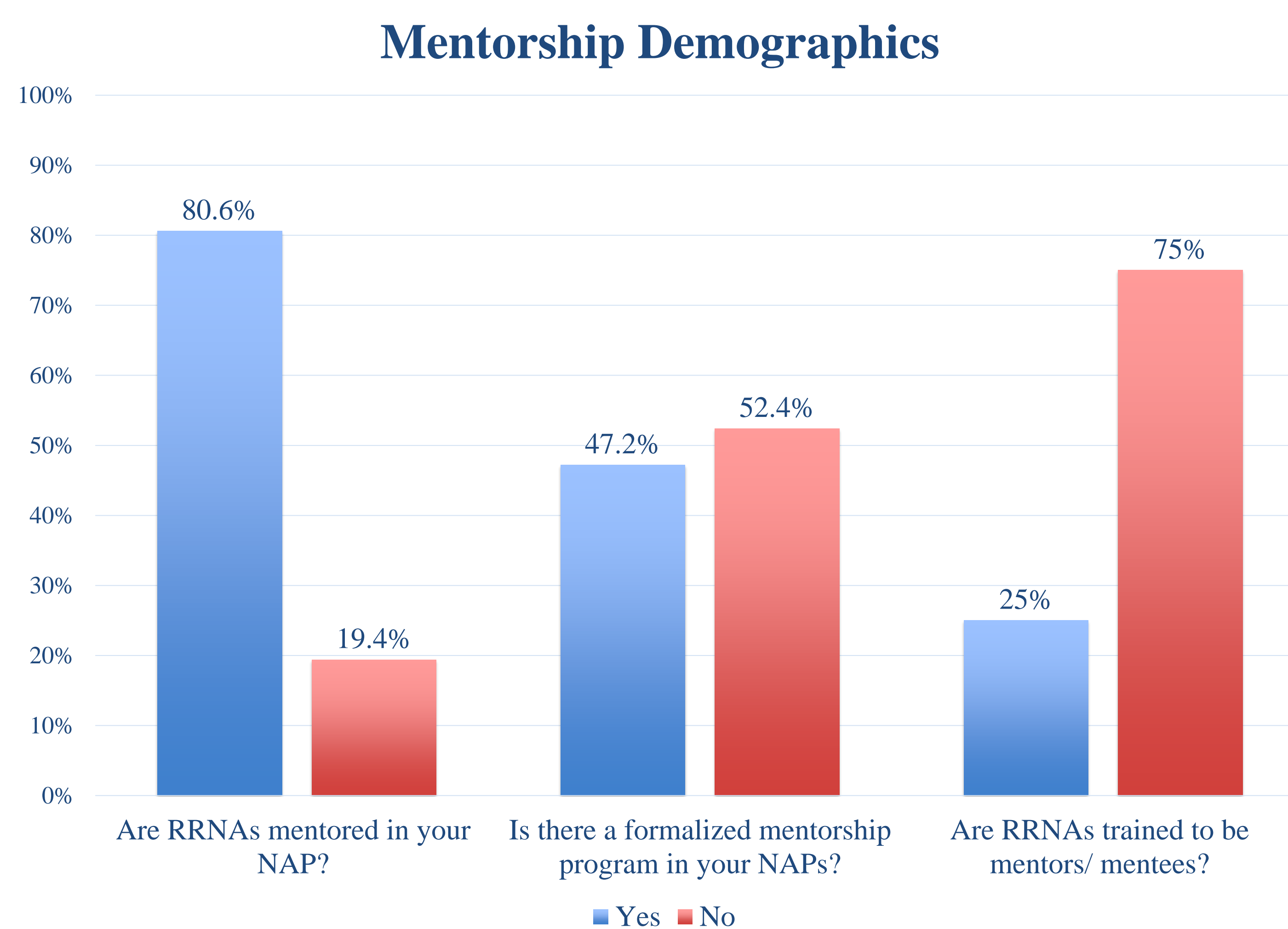
AIMS AND OBJECTIVES

- Assess the status of mentorship and constructs of organizational readiness for implementing change (ORIC) constructs from the NAPD perspective
- Increase organizational readiness of NAPDs toward implementing mentorship in NAPs with an online educational intervention

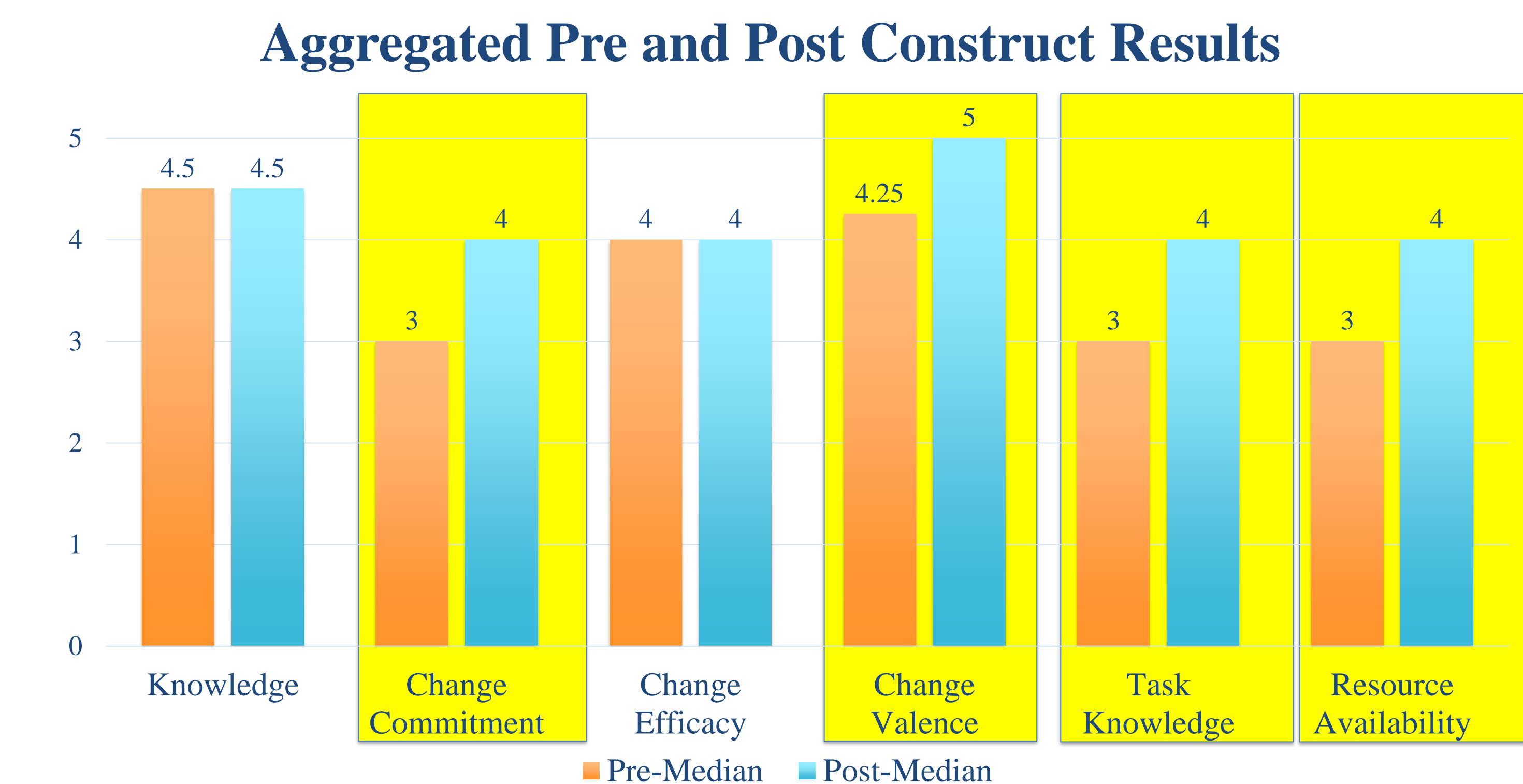
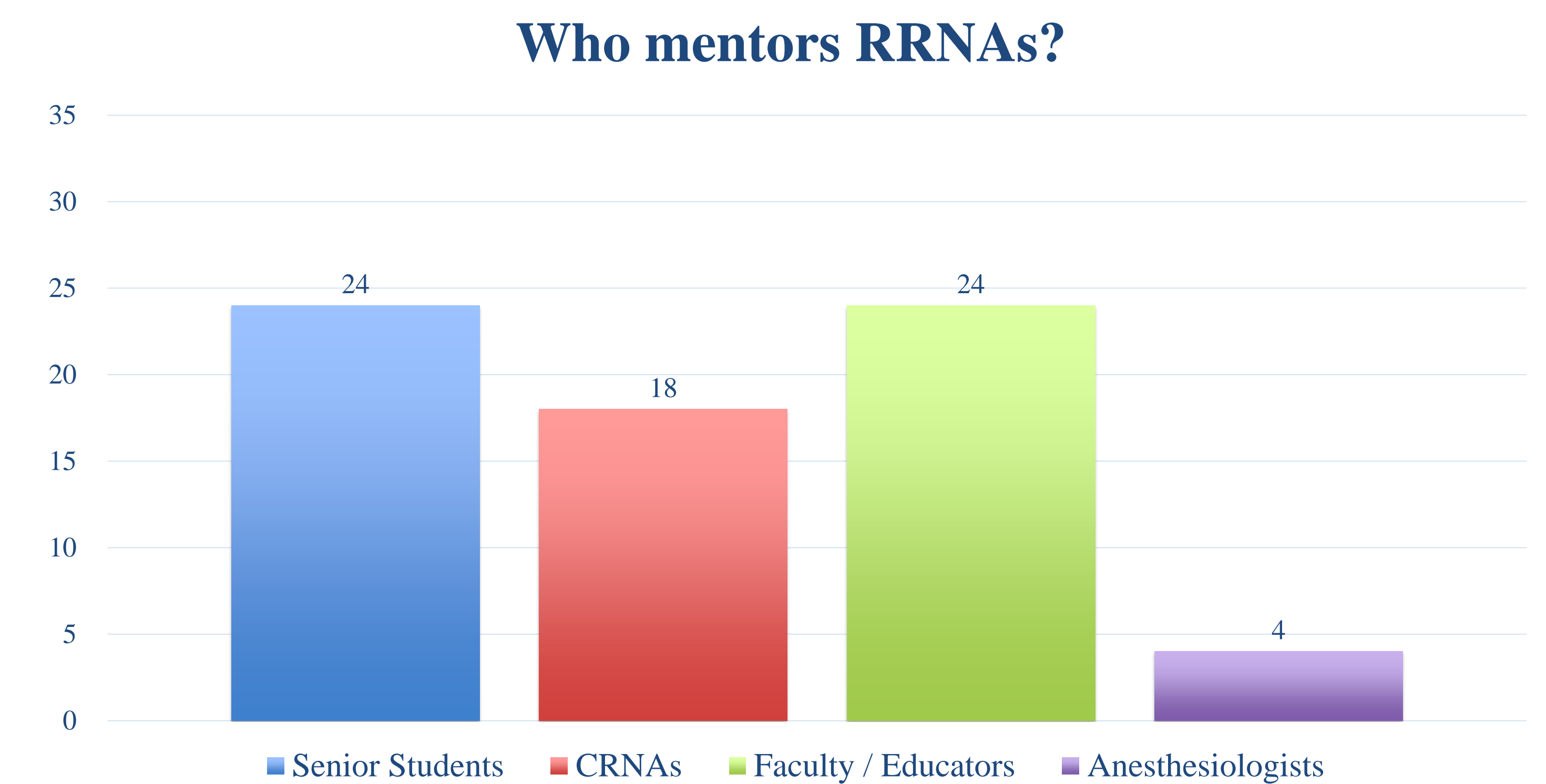
METHODOLOGY

- Pre-post test study design
- 5 point- Likert-type scale survey ranging from Disagree (1) to Agree (5)
 - Assessed constructs of ORIC: Knowledge, Change Commitment, Change Efficacy, Change Valence, Task Knowledge, Resource Availability
- Population: Primary-listed NAPDs from COA list of recognized educational programs

MENTORSHIP DEMOGRAPHIC RESULTS



MENTORSHIP RESULTS



IMPLICATIONS

- NAPDs perception for implementing organizational change can increase with education
- The logistics of implementing change is potentially a barrier for formalized mentorship programs
- Specific barriers toward implementing change can be targeted and addressed in future research

FUTURE SCOPE

- Framework can be developed to focus on potential implementation barriers to successfully develop formalized mentorship programs
- First study in the nurse anesthesia community to utilize implementation science for mentorship initiatives