

Purpose

- Educate and guide RRNAs in developing a Peer Mentorship Program (PMP)
- Implement a PMP that reduces stress and anxiety of Resident Registered Nurse Anesthetists (RRNAs) and improves clinical and academic performance through peer support
- To implement a PMP within a nurse anesthesia program in the New England region
- Institute mentee and mentor pairings that will develop into a rewarding relationship



Background

- DNP anesthesia programs require 3 years of didactic work and hundreds of hours at clinical to meet NBCRNA requirements
- Stress has a negative impact on functions of the cerebellum decreasing memory formation, coordination, and learning (Head, 2015)
- RRNAs have support from faculty, but not all programs provide formalized peer mentorship
- 93% of intern residents reported importance of mentorship, and two times more likely to describe themselves as prepared for their careers (Ramanan, Taylor, Davis, and Phillips, 2006)
- RNAP's PMP has been successful for the past 5 DNP cohorts

The Method

- Qualitative research study to measure rate of success in implementing a PMP at a DNP anesthesia program
- Quantified by measuring attendance and completion of PMP objectives
- Objective are written as Critical Action Points (CAPs), when put together they make a Critical Action Point Checklist (CAPC)
- Year-1 and Year-2 Mentorship Coordinators will provide feedback on attendance and date of each CAP completion
- Success also measured by PMP Reflection Questionnaire

The Peer Mentorship Program Questionnaire

Peer Mentorship Program (PMP) Reflection Questionnaire
 Please answer the following questions related to the Peer Mentorship Program (PMP).

1. Please state if you are currently a first-year or second-year Resident Registered Nurse Anesthetist (RRNA) enrolled in the Fairfield University Nurse Anesthesia Program.

First-year RRNA Second-year RRNA

Note: SA = Strongly Agree A= Agree N= Neutral D= Disagree SD= Strongly Disagree

| Question | SA | A | N | D | SD |
|--|----|---|---|---|----|
| 2. Did you find the Peer Mentorship Program Presentation to clarify the concepts of mentorship and how you are going to be involved in the peer mentorship program? | | | | | |
| 3. Did you find the Rutgers Nurse Anesthesia Program (RNAP) Mentorship Handbook to be helpful in understanding your role as a mentor or mentee within the Peer Mentorship Program? | | | | | |
| 4. I am satisfied with my mentee/mentor pairing and find it to be effective in creating a long-lasting relationship. | | | | | |
| 5. The Peer Mentorship Program helped to increase my self-confidence related to anesthesia didactic material. | | | | | |
| 6. The Peer Mentorship Program helped to decrease my stress levels as it pertained to my nurse anesthesia education. | | | | | |
| 7. The Peer Mentorship Program helped me to improve my academic standing in my nurse anesthesia program. | | | | | |
| 8. The Peer Mentorship Program helped to improve my academic/clinical preparedness? | | | | | |
| 9. I feel that having a Peer Mentorship Program will help me to be a better CRNA in the future. | | | | | |
| 10. I would like to see the Peer Mentorship Program continue for the following nurse anesthesia classes/cohorts at my Nurse Anesthesia Program. | | | | | |
| 11. I feel the Peer Mentorship Program helped my experience throughout this past semester. Please respond with "agree" or "disagree" and explain why: | | | | | |

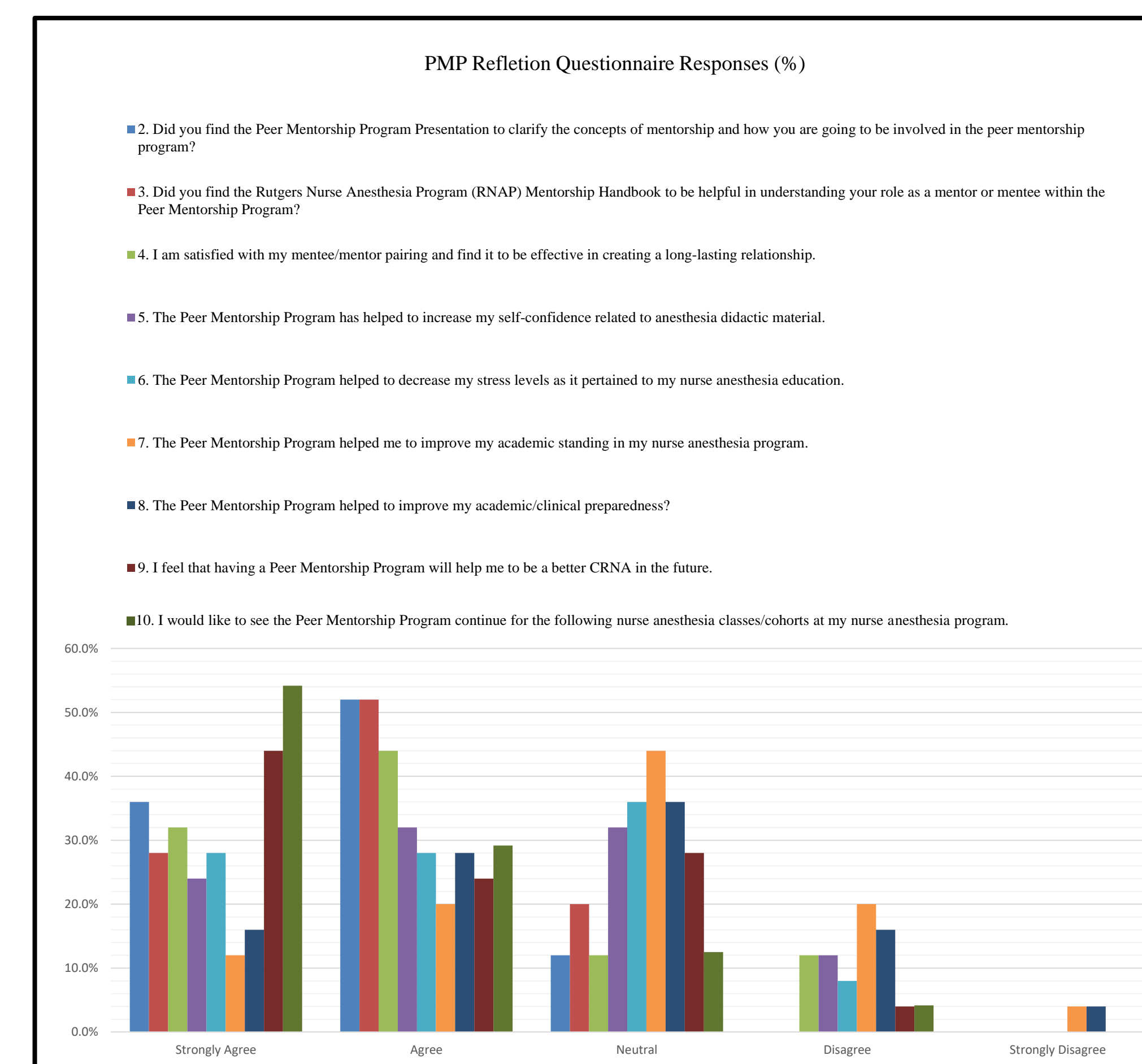
Measurements

RUTGERS
 Rutgers School of Nursing
 Stanley S. Bergen Building
 Rutgers, The State University of New Jersey
 65 Bergen Street
 Newark, NJ 07101-1709

Critical Action Point Checklist

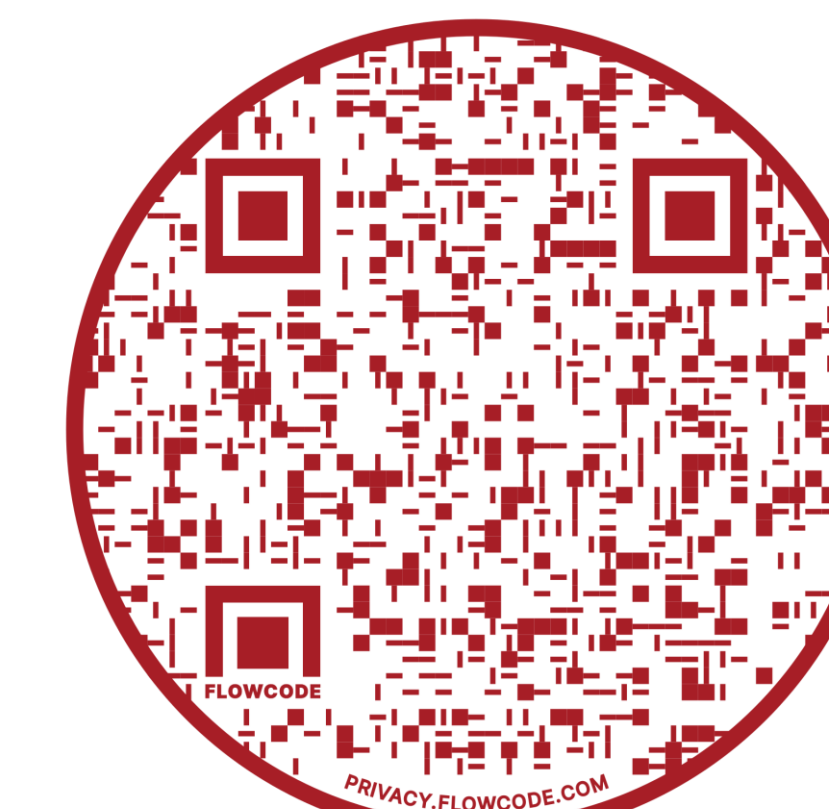
- June 22nd, 2020.... Attend Peer Mentorship Presentation
- June 22nd, 2020.... Peer Mentorship Program Handbook Distributed
- June 29th, 2020.... Mentorship Coordinators Selected (2 per cohort)
- June 29th, 2020.... RRNAs Complete Peer Similarity Questionnaire
- July 3rd, 2020.... Mentor-Mentee Pairs Made
- July 10th, 2020.... Initial communication between mentor and mentee within one week of pairing
- August 10th & September 10th, 2020.... Monthly Interaction Between Mentor and Mentee (minimum)
- September 1st, 2020.... Second-year Mentorship Coordinators E-mail First-year RRNA's Each Semester

Results



References

Scan QR code for references



Key Findings

Table 2
 Peer mentorship program reflection questionnaire responses (%)

| Item | Question | SA | A | N | D | SD |
|------|--|------|------|------|-----|----|
| 2 | Did you find the Peer Mentorship Program Presentation to clarify the concepts of mentorship and how you are going to be involved in the peer mentorship program? | 36 | 52 | 12 | | |
| 3 | Did you find the Rutgers Nurse Anesthesia Program (RNAP) Mentorship Handbook to clarify your role as a mentor or mentee within the Peer Mentorship Program? | 28 | 52 | 20 | | |
| 4 | I am satisfied with my mentee/mentor pairing and find it to be effective in creating a long-lasting relationship. | 32 | 44 | 12 | 12 | |
| 5 | The Peer Mentorship Program has helped to increase my self-confidence related to anesthesia didactic material. | 24 | 32 | 32 | 12 | |
| 6 | The Peer Mentorship Program helped to decrease my stress levels as it pertained to my nurse anesthesia education. | 28 | 28 | 36 | 8 | |
| 7 | The Peer Mentorship Program helped me to improve my academic standing in my nurse anesthesia program. | 12 | 20 | 44 | 20 | 4 |
| 8 | The Peer Mentorship Program helped to improve my academic/clinical preparedness. | 16 | 28 | 36 | 16 | 4 |
| 9 | I feel that having a Peer Mentorship Program will help me to be a better CRNA in the future. | 44 | 24 | 28 | 4 | |
| 10 | I would like to see the Peer Mentorship Program continue for the following nurse anesthesia classes/cohorts at my Nurse Anesthesia Program. | 54.2 | 29.2 | 12.5 | 4.2 | |

Note: SA: Strongly Agree; A: Agree; N: Neutral; D: Disagree; SD: Strongly Disagree

Table 3
 Peer mentorship program reflection questionnaire responses

| Item | Question: I feel the Peer Mentorship Program helped my experience throughout this past semester. Please respond with "agree" or "disagree" and explain why: | RRNA Year |
|------|---|----------------------|
| 11 | Agree, clarified any questions with my mentor and helped me make decisions much faster and with more confidence | 1 st year |
| | Agree, because I think this was a great way for me to connect with others in my program. | 2 nd year |
| | Agree. Although I maintained minimum contact with my mentor, it was nice to know I had a safety net in case I felt overwhelmed. I am still very early in this program and am sure that I will need a mentor as a guide when the program becomes more stressful. | 1 st year |
| | I agree that the Peer mentorship program has helped me with last semester because having a mentor that has been through what I am currently going through gives me confidence. They offer great advice on how to prepare for classes and sometimes just be a listening ear. the mentorship program is a great idea. | 1 st year |
| | Agree. I feel like more than anything it helped with the stress and burden of dealing with the unknown of the program. I was very helpful hearing from second year students about expectations going forward and advice of what we should be focusing on now since they went through it all. I'm sure it will be much more useful once clinicals enter the picture because this is a whole different level of stress and it will be nice to have people that have been through it to answer questions and tell you everything will be ok. | 1 st year |
| | I agree that as a first year student, having a mentor who is a second year has been incredibly helpful. I feel like I better know what to expect from the program going forward, and I know that I can reach out to her when clinicals starts for advice and guidance through that hurdle. So far, her advice with my didactic progress in the program has been rewarding. I'm excited to be a mentor myself next year. Thank you for sharing this project with our university! | 1 st year |
| | Agree - this allowed us to set up a ZOOM session with all involved in the first and second year mentorship programs last week and asked questions to help us navigate our first year as a SRNA. It has been very helpful - the first year also provided us all online e-books so it has been a financial benefit also. | 1 st year |

Table 1
 Critical Action Point Checklist Completion (%)

| Item | Critical Action Point | Percent (%) Completed |
|------|---|-----------------------|
| 1 | June 22 nd , 2020.... Attend Peer Mentorship Presentation | 96.4 |
| 2 | June 22 nd , 2020.... Peer Mentorship Program Handbook Distributed | 96.4 |
| 3 | June 29 th , 2020.... Mentorship Coordinators Selected (2 per cohort) | 100 |
| 4 | June 29 th , 2020.... RRNAs Complete Peer Similarity Questionnaire | 100 |
| 5 | July 3 rd , 2020.... Mentor-Mentee Pairs Made | 100 |
| 6 | July 10 th , 2020.... Initial communication between mentor and mentee within one week of pairing | 100 |
| 7 | August 10 th & September 10 th , 2020.... Monthly Interaction Between Mentor and Mentee (minimum) | 100 |
| 8 | September 1 st , 2020.... Second year Mentorship Coordinators E-mail first year RRNA's Each Semester | 100 |