**Are two mentors better than one? Formalizing mentoring in the Critical Care setting**

**BACKGROUND**
- National First Year Turnover (FYTO) rate: 19%
- SJO MICU/CVICU FYTO rate 2018: 30%
- Frequent assimilation of new staff costs:
  - SJO MICU/CVICU: $7,000 - $20,000 per RN
  - Hospitals on average: $5.2 - $8.1 million total
- Mentoring is an accepted solution for retention however, little is known regarding the formalization of mentoring programs and how mentors with certain desirable characteristics impact retention rates.

**THEORETICAL FRAMEWORK**
- Benner’s clinical competency model and a literature review to nominate mentors with desirable characteristics to participate in the program / study.
- The model helps define the clinical stage - select two different mentors from different stages of clinical competence:
  - Competent RN Mentor (<7 yrs exp.)
  - Expert / Proficient Mentor (≥7 yrs. exp.)
- Desirable Mentoring Characteristics were synthesized through a literature review:
  - Altruistic
  - Wise
  - Friendly
  - Fulfilled
  - Teacher

**PURPOSE**
- Does formalization of a mentoring program with the use of two mentors from different stages of clinical competence - a Competent RN mentor and an Expert or Proficient RN mentor:
  - Increase job satisfaction for mentors and mentees?
  - Decrease FYTO rates for mentees?
  - Result in positive mentoring?
  - What measurable mentoring aspects did each mentor impact?

**METHODS**
- Design: Mixed methods study
- Setting: Medical and Cardiac Intensive Care Unit, SJO
- Sample:
  - Mentors: Experienced employees.
  - Mentees: New employees within first year:
    - New graduate RNs
    - New internal transfer RNs
    - New external critical care experienced RNs
- All participants will be trained by principle investigator (PI) using:
  - Evidence based guidelines
  - PSJH Mentor and Mentee handbooks
  - Mentoring Case studies gathered from the literature
- Data Collection: Anonymous surveys & monthly check-ins.
  - 1st Pre-survey
  - 2nd Survey 3 months into program
  - 3rd Post-survey
  - Monthly check-ins with PI; responses will be de-identified

**REFERENCES**
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