



MARYLAND ACTION COALITION

Creating a Healthier Maryland

FUTURE OF NURSING™ CAMPAIGN FOR ACTION

The Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship - Outcomes from Our First Cohort

Sarah Firestone, MSW; Marianne Fingerhood, DNP, ANP-BC, CNE;
and Miki Goodwin, PhD, RN, PHN, CNE, NEA-BC, FAAN

Abstract

Background: In 2020, the Johns Hopkins School of Nursing (JHSON) received an Nurse Support Program II grant (NSP II #21-111) to develop the Supporting Nursing Advanced Practice Transitions (SNAPT) Fellowship Program. SNAPT focuses on the development of clinical competence in student nurse practitioners (NPs) as they transition into practice allowing for an individualized approach to meet the goals of competency; to increase confidence, resilience, productivity and retention.

Objectives: In order to demonstrate how the Fellowship model prepares NPs for a successful and supported transition to practice, the program incorporated regular evaluation of all Fellows, mentors and clinical practice sites.

Methods: Fellows are recruited from graduating cohorts of DNP students at Johns Hopkins School of Nursing. In 2022 JHSON collaborated with University of Maryland School of Nursing (UMSON) and admitted our first Fellow from their program. Fellows are administered the Connor Davidson Resiliency Scale, Maslach Burnout Inventory, Meisner Job Satisfaction Scale, and SNAPT Fellows Knowledge Evaluation. The aforementioned scales and measures are administered via Qualtrics survey and are given at three time points (beginning of Fellowship, end of Fellowship, 6 months into independent practice). Non-Fellow new graduate DNP students are recruited to serve as a control group. The same scales and measures at the same intervals are administered to non-Fellows. Additionally, the Berk Mentee Satisfaction Scale is given to Fellows at the end of the paid Fellowship to evaluate their experience with their mentor. The program administers the same resiliency, burnout and job satisfaction measures to program mentors. Lastly, qualitative Interviews are conducted with Fellows, Mentors and practice partners at the conclusion of the fellowship to gather post-fellowship feedback.

Results: Two Fellows completed the program in the first cohort (2021). Four Fellows are currently enrolled in the Fellowship as part of the second cohort (2022). Recruitment will begin in summer 2022 for the third cohort (2023) with plans to expand the cohort to a total of eight Fellows. An ongoing partnership between JHSON and UMSON has been established and future cohorts will be recruited from both schools. JHU IRB approved the recruitment of non-Fellow new graduate DNP students to serve as a control group for comparative data analysis with data collected from Fellows. Post fellowship quantitative data collection (resiliency, burnout, job satisfaction and knowledge and skills) is ongoing and thus preliminary analysis of evaluation metrics will be completed by early May 2022. Feedback collected via qualitative interviews from Fellows, Mentors and practice sites on successes, challenges and improvements has been positive and the program team is working to implement suggested changes.

Conclusions: The SNAPT Fellowship is a novel academic to career transition Fellowship model for new-graduate NPs. The program is actively evaluating program efficacy through robust data collection. Data analysis results are used to make informed decisions about program enhancements, improvements and accreditation.