



Kristi Smith

Doctor of Nursing Practice Student

Committee

Committee Chair | Dr. Karen Stefaniak

Clinical Mentor | Dr. Marc Woods

Committee Faculty | Dr. Karen Butler

Eastern State Hospital's (ESH) Work Learning Program (WLP) is part of an academic-practice partnership between the University of Kentucky, UK HealthCare, UK College of Nursing, UK College of Social Work, and Eastern State Hospital.

The purpose of the WLP is to advance education, enhance staff development, support research, and improve patient outcomes. The program provides evidence-based support to full-time employees admitted to the Work Learning Program including a study room, paid study time, peer tutoring, and bonding activities.

For more information, contact:

Heather Robertson, Work Learning Director

**Dr. Chizimuzo Okoli,
Director of Evidence-Based Practice**

HRobertson@uky.edu

www.uky.edu/bhwell

Advancing Research at ESH

As part of our Academic Practice Partnership between the UK College of Nursing, UK College of Social Work, UK HealthCare, and Eastern State Hospital, we strive to enhance patient health outcomes by promoting practice, research, and scholarship.

To achieve these aims, the BHWELL Work Learning Program are supporting students towards earning their DNP while providing faculty mentorship and guidance to enhance research.

DNP Project Title:

The Effect of an Employee Recognition Program for Clinical Registered Nurse Retention at Eastern State Hospital

Purpose: The purpose of this study is to assess the effect of a targeted employee recognition program implemented at Eastern State on RN satisfaction as a strategy to increase retention.

Design:

This study will utilize a descriptive, quasi-experimental pre and post-test design to identify the impact of an employee recognition program for Registered Nurses (RN) at Eastern State Hospital (ESH) on employee satisfaction and retention. This survey aims to assess overall job satisfaction, intent to leave and current level of participation in peer recognition. After receiving education, along with 3 months of participation in the recognition program, participants will complete a posttest to measure for comparative analysis.