

Appendix P: FRS Nurse Liaison Job Description

Position Description: Nurse Retention Specialist for Full-Ride Scholar Program

The **Nurse Retention Specialist (NRS)** is a doctorate-prepared nurse with experience in large health care systems, including direct care nursing, clinical education and professional development, research, public speaking, formal mentorship, and the management of multi-disciplinary, enterprise-wide projects and programs across community, long-term, and acute care settings. The retention specialist meets with all FRS scholars one on one, at least one time per year while they are students and biannually with new graduate nurses for the first three years of their practice.

The three (3) major components of the role include expertise in program management, research, and mentorship.

Program Management

- Serve as an ambassador
- Direct program operations
- Track recipients' status

Mentorship

- Provide holistic, individualized support to recipients
- Create a sense of belonging and build community
- Organize events
- Enhance engagement using a system feedback optimization model

Research

- Conduct qualitative and quantitative program research
- Identify and track key indicators for retention
- Disseminate research findings

Key to the Nurse Retention Specialist's success is the joint reporting structure to nursing senior leadership at both the hospital and the college. The role was funded for the first two years with foundation grants; once the model was proven effective, the FTE was incorporated into nursing operations at the hospital.