



## 2021 ANNA NATIONAL SYMPOSIUM

### **Retention, Structural Empowerment, and Dialysis Nursing: Integrating Kanter's Theory and the Refined Nurse Worklife Model**

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During this two-phase project, factors that dialysis nurses experience contributing to stress, retention, and the intentions of staying were examined. The theoretical frameworks of Kanter's Theory of Structural Empowerment (KTSE) and The Refined Nurse Worklife Model (NWLM) were utilized in the creation of a learning module regarding structural empowerment. In phase one this was reviewed by an expert dialysis nurse focus group from seven different states with experience in dialysis from seven to forty years. During phase one, the expert panel gave high-frequency domain input including access to support, resources, and the need for strong leadership. The module was adjusted based on this input. In phase two this was launched in dialysis user groups. These nurses were asked to give quantitative and qualitative feedback. Phase two participants reported retention and stress factors including the need for information, on-call, education for pandemic procedures and policies, access to supplies, compensation, patient issues, ratios, racial and cultural differences, bullying, respect, favoritism, mental health support, and achievement of a sense of personal accomplishment. As a response to this information project management reflection tools for nurses and nurse leaders were formulated based on KTSE and NWLM. The learning module and tools were designed to facilitate changes that improve the work-life of dialysis nurses and the intention to stay in their specialty. Future studies should look at the outcomes of the implementation of the learning module and the use of the tools in improving the expertise of dialysis care for patients by better retention and empowerment of dialysis nurses.

*Abstract selected for presentation at 2021 ANNA National Symposium*