Dear ANA-NY Members:

I am a Doctor of Business Administration (DBA) candidate at Walden University, who is conducting a study called “Exploring Employee Turnover in the Healthcare Industry”. I want to invite nursing leaders to participate in this study based on your knowledge and experience at your respective organizations. Your expertise in reducing employee turnover at your organization is valuable, which would be a great asset to this study. Your participation in this study would help healthcare organizations to understand the strategies used to retain employees in this industry.

This is a qualitative multiple case study that involves interviewing potential participants for 30 minutes to an hour. The interview will be virtual by phone or electronic communication device like Zoom. The interview will also be audio recorded to ensure all information is accurately captured. Participation is voluntary and confidential.

I will provide the informed consent form to the potential participants. After receiving the participant’s approved informed consent form, I will schedule the interview. Data collection will occur between May 16th through June 30th.

If interested in participating, please contact me by email at [gloria.scott2@waldenu.edu](mailto:gloria.scott2@waldenu.edu) or phone at 347-526-1362.

Thank you for your time and consideration.

Sincerely,

Gloria Scott

DBA Candidate