A Collaborative Mentoring Program for Nursing Students At-risk for Academic or NCLEX-RN Failure

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STUDENT ENROLLMENT

- Undergraduate 13,711
- Graduate 1,804
- Post-baccalaureate and non degree 802

TOTAL ENROLLMENT - 16,317
School of Nursing

- Bachelor of Science in Nursing
  - Regular Prelicensure – admit 90/year
  - Accelerated Prelicensure – admit 27/year
  - RN to BSN – admit ≈ 60/year

- Master of Science in Nursing
  - Clinical Nurse Specialist – admissions vary
  - Nurse Anesthesia – admit 25/year
  - Primary Care Nurse Practitioner – admit ≈ 25/year

- Doctor of Nursing Practice – admit ≈ 10/year
SON Philosophy

♦ Collaborative partnerships
  • Persons and nurses
  • Nurses and health care team
  • Nurses and agencies
  • Students and faculty
Mentoring

- Mentoring is the oldest form of learning
- Reciprocal, interactive relationship
What is Mentoring?

Mentoring is a partnership based on respect and focused on promoting professional and personal development.

Mentoring may involve:

- Advising
- Guiding
- Counseling
- Role modeling
Evidence of Mentoring Program Influence on Student Outcomes

- Facilitate professional integration
- Promote skill acquisition
- Improve time management
- Enhance real world expectations
- Increase student responsibility for learning
- Development of professional values
- Enhanced self-esteem
- Decreased anxiety and stress
Today’s Nursing Student

♦ Not your typical college juniors!
♦ Increased numbers of students who are
  • More than 30 years-of-age
  • Second degree students
  • Working > 20 hours per week
    ➢ Full or partial support of self
    ➢ Full or partial support of family
      • Single-parent
  • English as a second language
And so …

◊ Huge diversity in
  - Ethnic backgrounds
  - Past experiences
    - Academic
    - Healthcare
  - Learning styles
  - Outside stressors
Nursing School is Tough!

♦ It’s tough to get in!
♦ It’s tough to be in!
♦ It can be tough to stay in!
UNF Progression Policy

❖ “C” is passing grade
❖ Progression from one semester to another is dependent on passing all required courses for that semester
  • Re-entry into a clinical course is contingent on space availability
❖ Academic dismissal for:
  • Failure of any nursing course the second time
  • Failure of a total of 3 nursing courses
Attrition

- Attrition may be one of two types
  - Stop-out: students admitted to the nursing program in one cohort who graduate with another cohort
    - Personal reasons
    - Academic reasons
  - Drop-out: students admitted to the nursing program who do not graduate with a nursing degree
    - Personal reasons
    - Academic reasons
Attrition at UNF

♦ Stop-out: roughly 10%
  ● 50% Personal or family illness/Issues
  ● 50% Course failure

♦ Drop-out: less than 1%
  ● 50% Personal decision “nursing is not for me”
  ● 50% Academic failure
UNF SON has...

- Implemented and will evaluate a Mentoring Program to address these struggles and stresses for all of its nursing students
Purpose

♦ Assist students to identify and explore specific university and community resources based on the assessment data and student preferences

♦ Identify students at-risk for academic or NCLEX-RN failure

♦ Provide students an opportunity for a mentoring relationship
So … How does it work?

- The Mentoring Program is designed to accommodate learners with all kinds of learning styles, preferences, and needs.
- Students may self-select to enter the Mentoring Program at any time during their matriculation through the nursing program.
- They will be referred directly to the Mentoring Program at any point they are identified as at-risk of failure.
UNF Resources

♦ Academic Center for Excellence
  ● Interdisciplinary tutoring
  ● Innovative academic support through mentoring programs, intervention strategies, and skill-building workshops

♦ Counseling Center
  ● Confidential 1:1 and group counseling for students to assist in expanding self-awareness, identifying existing skills, learning new skills, and increasing understanding of situations, conflicts, people and choices
SON Resources

♦ Academic advising – dedicated nursing advisor
♦ Course faculty
♦ Clinical faculty
♦ And now … Mentors
UNF SON Mentors

♦ Faculty mentors
  ● Full-time SON faculty members

♦ Peer mentors
  ● Full-time SON nursing students who are in a different cohort from the student seeking a mentor

♦ Community mentors
  ● Registered nurses not officially affiliated with the SON
    ➢ UNF SON alumni
    ➢ Friends of UNF SON
Mentor Training

♦ First Mentor Training Workshop held this past summer
  - 38 in attendance

♦ Second planned for November

♦ Workshops and seminars for Mentors approximately every 6 months
Processes … Self-referral

◊ Students are informed of the Mentoring Program on admission to the program
  ● Students choose to participate or not
  ● Students choose the type of mentor
◊ Students may request a mentor at any time in the program
Processes ... Faculty-referral

♦ Faculty refer students to the Mentoring Team if:
  ● Identified student stress
  ● Grade < 80 at mid-term
  ● Unsatisfactory or Needs Improvement on clinical evaluation at mid-term

♦ A member of the Mentoring team counsels the student and encourages a mentor relationship
  ● Student may choose to have or not to have a mentor
Beginning the Relationship

◆ The Mentor Team matches students with mentors
◆ The Mentor makes the first contact, usually by e-mail
  ○ Within 2-weeks of the match-up
How the UNF Mentoring Relationship Works

♦ That is between the Mentor and the Mentee
  • How they meet
  • How often they meet
  • Where they meet

♦ Every Mentor-Mentee relationship is different
Evaluation

♦ Mentoring Program Participation
  • Tracking both faculty and self-referrals

♦ Mentoring Program Satisfaction
  • Mentoring Program Participation and Satisfaction Survey
Evaluation

♦ Student Outcome Data

- Total number of courses grades of C
- Specific course(s) with grades of C
- Total number of course failures
- The specific course(s) the student failed
- Number of semesters to complete the program OR the number of semesters to withdrawal or dismissal from the program.
Evaluation

♦ SON Program Success
  ● Increase in on-time graduation (completed the nursing program according to the original program of study)
  ● Decrease in Stop-outs (completed the nursing program, but not with the original cohort)
  ● Decrease in Drop-outs (did not complete the nursing program).

♦ NCLEX-RN success
  ● Increase in first time NCLEX-RN pass rate