A Collaborative Mentoring Program for Nursing Students At-risk for Academic or NCLEX-RN Failure
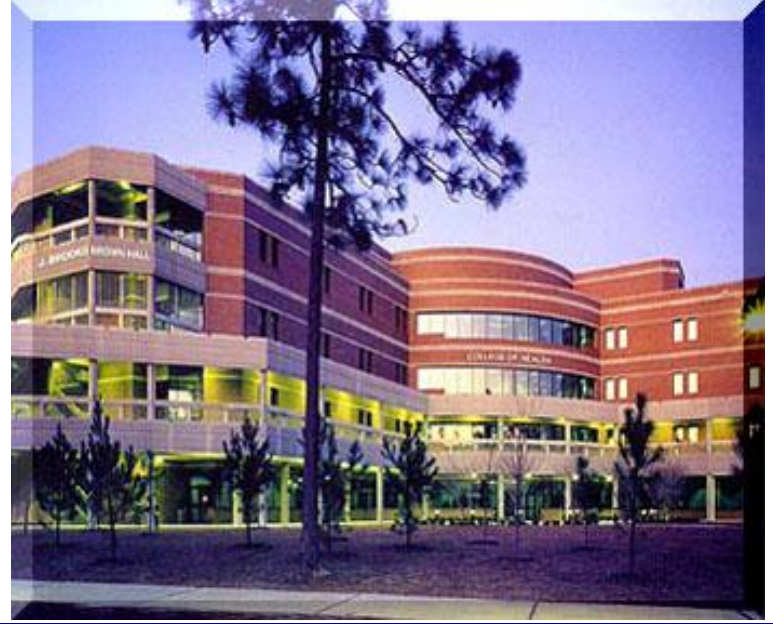
Kathaleen C. Bloom, PhD, CNM

Lillia Loriz, PhD, GNP,BC

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University of North Florida

STUDENT ENROLLMENT

- Undergraduate 13,711

- Graduate 1,804

- Post-baccalaureate and non degree 802

  ➢ TOTAL ENROLLEMNT - 16,317

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➢**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
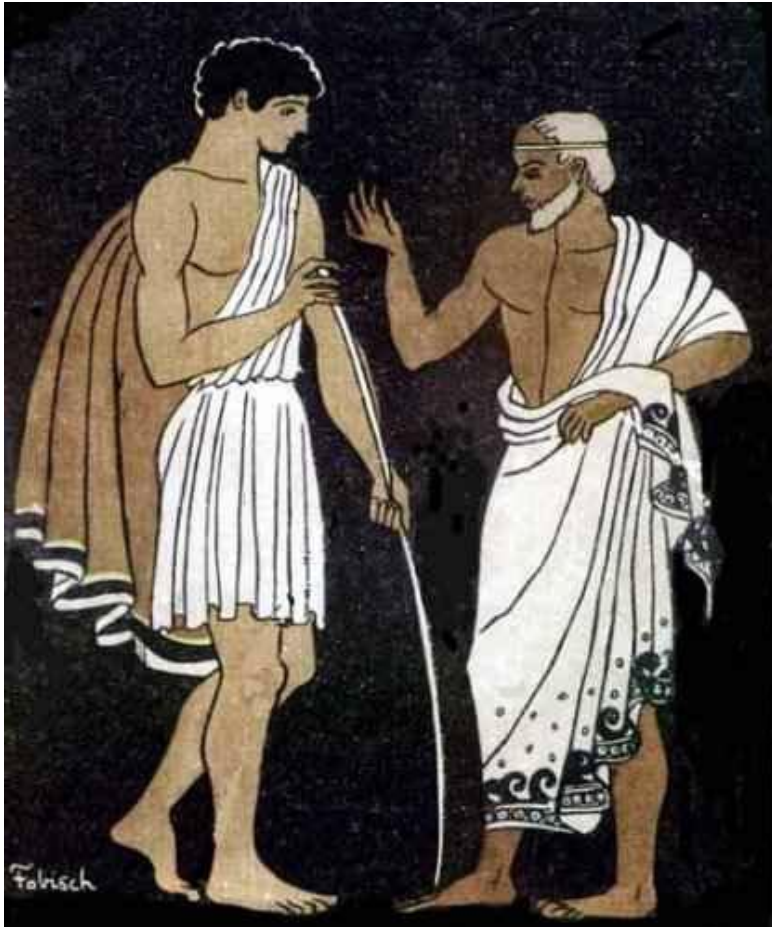
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SON Philosophy

◆ Collaborative partnerships

- ●Persons and nurses

- ●Nurses and health care team

- ●Nurses and agencies

- ●Students and faculty

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Mentoring

♦ Mentoring is the oldest form of learning

♦ Reciprocal, interactive relationship

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What is Mentoring?

♦ Mentoring is a <u>partnership</u> based on respect and focused on promoting professional and personal development

♦ Mentoring may involve:

- Advising
- Guiding
- Counseling
- Role modeling

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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

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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

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And so …

♦ Huge diversity in
- Ethnic backgrounds
- Past experiences
  - Academic
  - Healthcare
- Learning styles
- Outside stressors

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Nursing School is Tough!

◆ It's tough to get in!

◆ It's tough to be in!

◆ It can be tough to stay in!

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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

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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

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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

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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.

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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

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SON Resources

◆ Academic advising – dedicated nursing advisor

◆ Course faculty

◆ Clinical faculty

◆ And now … Mentors

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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

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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

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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

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Evaluation

◆ **Mentoring Program Participation**
- Tracking both faculty and self-referrals

◆ **Mentoring Program Satisfaction**
- Mentoring Program Participation and Satisfaction Survey

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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.

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Evaluation

♦ <u>SON Program Success</u>

- 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).

♦ <u>NCLEX-RN success</u>

- Increase in first time NCLEX-RN pass rate