Developing Faculty–Student Mentor–Mentee Relationships in a DNP Program

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Impetus for Project

- Nurse Faculty Leadership Academy – NFLA
- Powerful experience of being mentored
- Awareness of need for mentoring
- Value of mentoring
# Why Focus on DNP?

## Growth in Programs

<table>
<thead>
<tr>
<th>Year</th>
<th>DNP</th>
<th>PhD</th>
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<td>2014</td>
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60 in the planning stage
Mentoring relationships increase student success & satisfaction

Little is known about DNP mentoring: DNP socialization is a new role for faculty

Need for mentoring expressed by DNP students
Comparison of DNP to PhD

**Prepares for the highest level of practice**
Commitment to practice career
Oriented toward improving outcomes of care
**Practice Intensive**

**Prepares for the highest level of research**
Commitment to research career
Oriented toward developing new knowledge
**Research Intensive**
Theoretical Framework: Neuman Systems Model

- Reduction of student stressors as intervention
- Strengthening the DNP Student through mentoring, and thereby diminishing the effect of environmental stressors
- Mentoring by faculty prepared to mentor
- Promote success

Neuman Systems Model
© Betty Neuman 1970
Design

- DNP students 1–2 yrs. from program completion (N = 22)
- Student tracks: FNP, PMHNP, CRNA, Post Master’s APRN
- Faculty mentors (N = 6)
- Mentor–mentee dyads were predetermined
- Four hour Mentoring Workshop
Workshop

- Completion of separate faculty & student surveys prior to workshop to inform workshop content
- Discussion of mentor and mentee needs and expectations
- Exercises to promote relationship building
- Exercises to empower the mentee
Important to Mentoring Relationship

- Communication
- Professional respect
- Trust
- Collaboration
- Commitment
- Follow through

- Communication
- Mutual respect
- Trust
- Listening
- Patience
- Flexible & Available
- Humor

Mentor

Mentee
Contribution to Mentoring Experience

- Clinical & Scholarly background
- Network & Connections
- Organizational structure
- Help to move forward
- Challenge
- Support

- Communication
- Creativity
- Open to guidance
- Ready to work
- Specify my needs
- Gratitude
- Positivity

Mentor

Mentee
Outcomes

- **Self-awareness:** “The workshop gave me confidence that I could be a good contributor to the mentor–mentee relationship. I have more influence and power than I originally realized.”

- **Increased understanding:** “clarified the roles and responsibilities of the mentor & mentee”

- **Validation:** “it identified ...hey, you are my mentor and I need your support...and really made me feel that the mentor knew their role in our relationship...It made me realize the active role the mentor and mentee must play to truly take the relationship and growing experience seriously.”
Conclusions

- Workshop project well received
- Revised timing; mentor–mentee selection
- A deliberate approach to developing a mentoring relationship provides an opportunity to define the relationship
- Explicating mentoring needs and describing individual contributions is important to developing the mentoring relationship
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