Faculty Development: A System Change to Foster Mentoring and Training

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Goal

Disseminate information about the steps taken to develop a mentoring and training program for nursing faculty.
Objectives

Upon completion attendees will be able to:

• Discuss the process for establishing a faculty mentoring and training program

• Reference available resources to support a mentoring and training program
Tools Used to Assess

• Conversations with colleagues
• Staff Meeting Discussions
• Qualtrics Survey (see attachment)
  – Determine professional development needs of faculty
Results

• Discomfort in teaching roles
• Desire for mentoring and development
• Limited abilities to develop scholarship
Selecting Mentors

- Who is interested?
- High performer?
- “Newer” hire?
- Who is pursuing rank advancement?
Mentoring Guide/Manual

• Mentoring Guide
  – Based off of Academy of Medical Surgical Nurses Mentor Guide
  – Mentor bio
  – Meeting documentation
  – Guidelines for mentoring
  – Goal setting form
  – Articles
  – Evaluations

https://www.amsn.org/professional-development/mentoring
What Do You Cover Each Week?

• i-clicker (any voting device)/use of HESI-NCLEX® questions in class
• Creative teaching approaches
• Adult learning styles
• Classroom control/student misconduct
• Assignment revisions and ideas
• Grading tips
• Technology
Faculty Innovation Council

- Empower staff and faculty to be innovative in their practice
- Improve operations of campus and courses
  - Data driven information
  - Trends
Recommendations/Lessons Learned

• Communication
  – Faculty new hires – interviews, hiring, start date
  – Include mentors in the process of hiring

• Recognition and Rewards
  – Faculty should be recognized for mentoring other faculty
  – Work-load adjustment

• Mentoring for existing faculty
  – Publication support
  – Teaching strategies
References

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