NURSING EDUCATION RESEARCH CONFERENCE

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Presented by Sigma and NLN
Perspectives on Nursing Mentorship: Faculty, Student, Professional

Sigma Mentoring Program Task Force Members

Disclosures

• The Mentoring Program Task Force members attest that no relevant financial relationship exists between them and commercial entities which would present a conflict of interest or commercialize this presentation content.

Objectives:

• Discuss mentoring at the faculty level
• Discuss mentoring at the student level
• Discuss Sigma’s mentoring/coaching program

My Mentoring Journey

• Developing a mentoring program for faculty

• Larry Z. Slater, PhD, RN-BC, CNE
Mentoring Across the Program

Assistant

Associate

Full

Emerging Professional

Experience Professional

Expert Professional
Considerations

• Experience
  • As a nurse/advanced practice nurse clinician
  • As a researcher
  • As an educator

• Advanced degrees

• Clinical and other expertise
Expectations

• Mentee
  • Accountability – self-motivated; focused; up to date
  • Engagement – committed; respectful; inquisitive
  • Collaboration – mutual goals; regular meetings; communication

• Mentor
  • Facilitation – guide; advise; coach; connect
  • Collaboration – mutual goals; communication; networking
  • Engagement – flexibility; availability; openness; investment of time
Mentoring Program Tenets

• Start planning immediately
  • Annual/3-year/6-year Reviews
  • Promotion and/or Tenure
  • Portfolios – Scholarship, Teaching, Service

• Goal Setting
  • Beginning of the academic year
  • Year-end review

• Connections and Networking
My Mentoring Journey

• Developing a mentoring program for doctoral students

• Mary Lou Bond, PhD, RN, CNE, ANEF, FAAN
My Mentoring Journey

• Dr. Billye J. Brown – mentor in my PhD program

• Influence for designing the UTA mentoring program
New PhD program in Nursing – University of Texas at Arlington – 2003

- Commitment to be ‘rigorous but not ruthless’
- Consultation from mentoring guru
- Matching of mentors and students
- Establishment of goals
- Establishment of working relationships
- Evaluation of relationship
TIPS (Thoughts, Ideas, Present Strategies)

• Getting the most from the relationship
• What can a mentor do for a protégé/mentee?

  • Connect to professional network
  • Help assess personal strengths & weaknesses (Hart, 2012)
  • Demonstrate acceptance of protégé (Hart, 2012)
  • Inspire protégé to achieve desired goals
TIPS for Mentees

• Maintain open communication

• Share goals and needs

• Proactively seek advice and give feedback
Research Study

• Focus groups of mentors and mentees

• Surveys
FINDINGS

• Faculty mentors provided opportunities for students to work with them on scholarly products
• Most mentor/protégé relationships focused on career building
• Family, friends and peer mentors were more likely to provide emotional support
• Geographic proximity influenced development of the relationship
Peer Mentoring/Cascade Mentoring

• Evolved when students became acquainted and ‘linked’ with classmates and reached out to support each other
• Lack of power differential an advantage
• More trust in relationship
• Early graduates sought out by continuing student
  • Provided emotional support, encouragement
  • Networking
  • Advice to stay focused
Conclusions

• Matching rarely resulted in a sustained mentoring relationship
• Matching introduced students to the concept of mentoring
• Many found mentors who were a “better match”
• Students found multiple mentors to meet multiple needs
• Mentoring existed within a total climate of social support
• Social support helped students persevere
• Offers students opportunity to present scholarly work nationally/internationally with mentors
Sigma’s Help

• Development of a mentoring program for nurses
Career Center

- Multiple offerings to assist nursing professionals through their professional development journey

Sigma Career Center

Career Center

- Career Mentoring
  - Long term
  - ≥6 months
  - Broad career focus

- Career Coaching
  - Short term
  - ≤3 months
  - Narrowed career focus

* (minimum of 6 months with the ability to continually renew)
Sigma Mentoring Program Task Force Members

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Developed by Sigma members for Sigma members.
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  • Joan Stout, DM, RN, FAAN, DL (H), DST (HS)
Career Center

• Currently:
  • Mentors- 73
  • Mentees- 82
  • Relationships: 30
  • Counties: 9

• Australia, Canada, Great Britain, Hong Kong, Italy, Jordan, Netherlands, Philippines, US
Career Mentoring and Coaching Programs

• Four steps to apply
  1. Update your profile
  2. Enroll
  3. Search of your match
  4. Connect with your match
Career Mentoring and Coaching Programs

Matches are made on the following criteria:

• Mentoring/coaching topic areas
• Nursing specialties
• Mentoring/coaching venue preferences
• Your career stage

• STTI global region(s) you are experienced/interested in
• Language(s) you are comfortable speaking
• Time commitment
Career Mentoring and Coaching Programs

Thank you