


FROM EXPERT TO NOVICE AN EVIDENCE-BASED MENTORING PROGRAM FOR NEW NURSING FACULTY

HOMER'S CLASSIC WORK "THE ODYSSEY"

Mentor provided important guidance for Telemachus and was portrayed as a wise advisor and consistent supporter.

Faculty mentoring is a collaborative relationship that proceeds through purposeful stages over time. The goal is to help mentees acquire the essential competencies and constructive work relationships needed for their continued career vitality (Bland et al. 2009)



For of best will as understanding bear it with excellent ability. (Homer, The Odyssey)




THE NEED

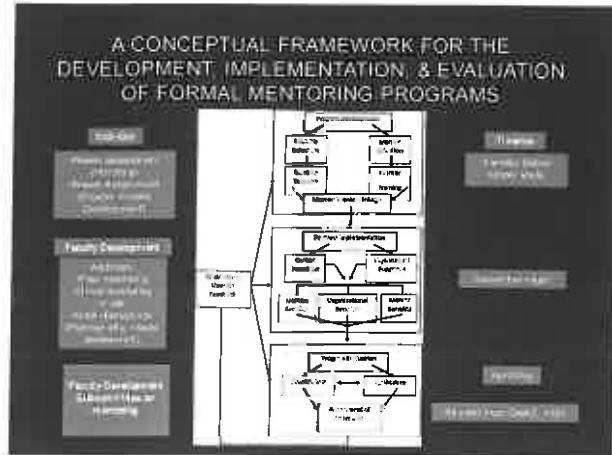
Nursing education will have to increase the number of new nurse graduates by 30% a year over the next decade to meet the growing demand for registered nurses (Council on Physician and Nurse Supply, 2010)

One of the most important factors contributing to this crisis is insufficient numbers of qualified nursing faculty (Calkins et al. 2009; Rakholme et al. 2009)

In 2012, JMU Nursing doubled the size of it's undergraduate class, expanded it's master programs, and prepared to begin a doctoral program in nursing. Subsequently, the department added 11 new nursing faculty positions. The majority of the new faculty were "early career" nursing educators.

Summer 2012 Project Journey
Design & Faculty Mentoring Program





Early Career: those within 1st 7 years of appointment to a faculty position or those who have not yet received tenure

Mid Career: Period starting from the end of probationary period until preparation for retirement

Late-Career: Years in Academia, preparing for retirement

NUTS/BOLTS

<p>Mentor/Mentee Interest/strengths inventory</p> <p>Partnership agreement (opt out policy)</p> <p>Mentoring process was reflected in the annual evaluation materials and credited as service to the department and profession</p>	<p>Recommendations: Faculty Development</p> <p>Minimum of 3 meetings each semester, 1st to establish goals</p> <p>Contract was signed that outlined confidentiality, specific goals, skill development, and expectations</p> <p>Group mentoring by Department Head (once/semester)</p> <p>Evaluation procedure in place</p>
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NURSING FACULTY DEVELOPMENT SPECIAL EVENTS

<p>Mentor/Mentee "Brown Bags"</p> <p>Ex: Things you won't find in the Faculty Handbook</p> <p>"Celebrate Better" Week Book Discussion!</p> <p>Peer Orientation and Development Groups (PODS)</p> <p>Creative Clinical Conferencing</p> <p>Team-based Learning Using Clinical Apps on your smart technology</p>	<p>Faculty Service Project (FASPs)</p> <p>Rollford lockdown for 1st year evaluations</p> <p>Creation of a Faculty Development special library</p>
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ANECDOTAL EVALUATION

Everybody stayed!
"Budget Neutral"

"Urge him with truth to frame his fair replies; And
surely he will, for wisdom never lies"
Homer, *The Odyssey*

TALK ABOUT
SO WHAT NOW?

Where are there holes in your current mentoring
programs?

What is your disciplinary lens of mentoring
needs?

Reflect on opportunities