

Creating A Mentoring Culture

Sheri Wilson, MSN, RN, ACRN, GERO-BC, PMGT-BC, MEDSURG-BC, CNP, CDE

Northwestern State University Louisiana

INTRODUCTION

Mentorship goes beyond assigning a mentor to a new faculty member; it involves a trusted relationship where an experienced individual guides and nurtures another's growth. Effective mentoring positively impacts professional development and instills hope and optimism.

Mentoring plays a pivotal role in driving career success, especially for faculty of color (FOC). However, it's crucial to recognize that certain mentoring experiences can have adverse effects and impede faculty members' progress. This study will address four primary challenges in mentoring:

- Negative experiences
- Difficulty finding mentors
- Lack of institutional support
- Insufficient post-tenure mentorship

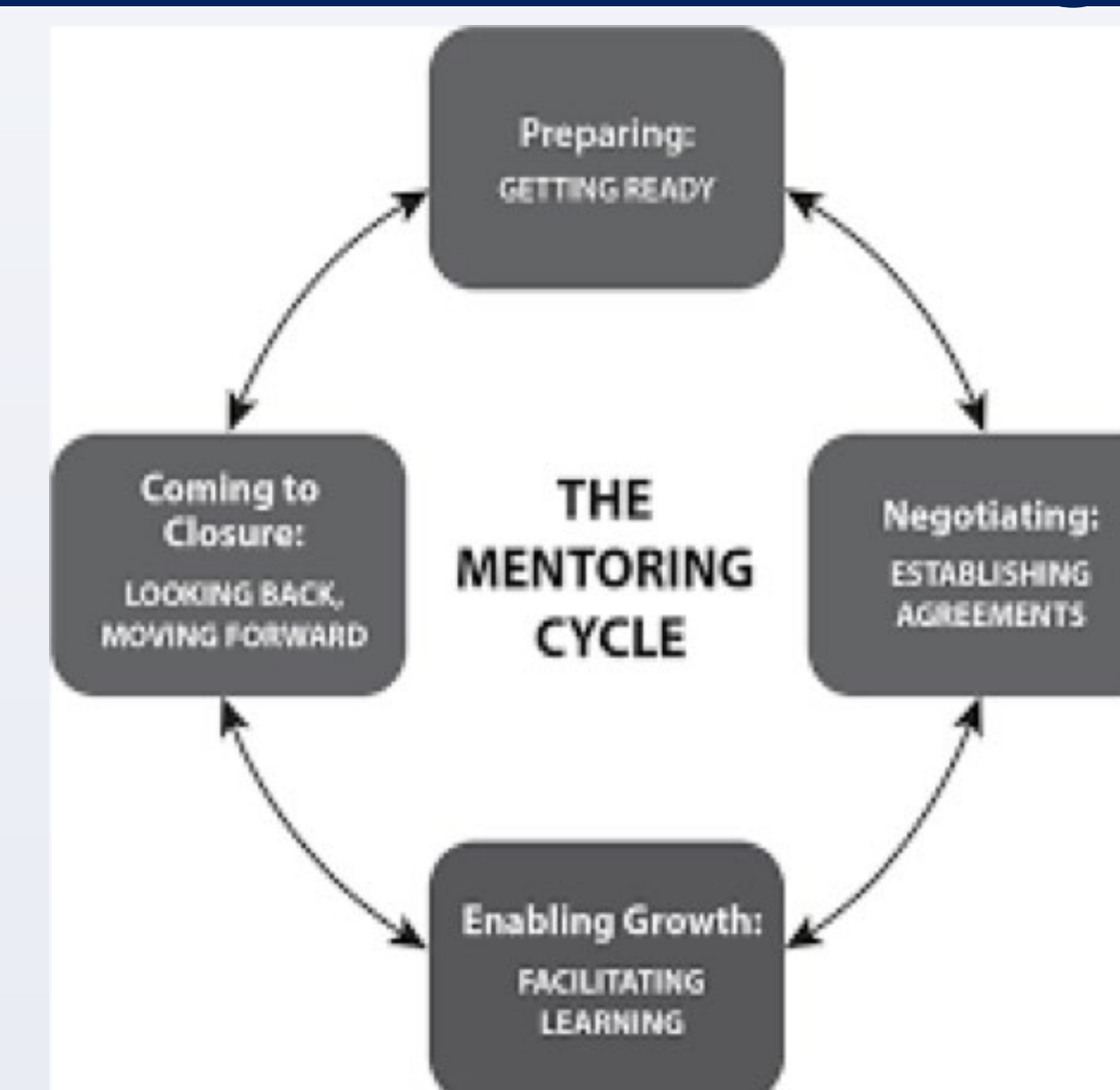
PURPOSE

To recruit and retain diverse faculty by providing the resources and support needed for success.

BACKGROUND

According to data from the Northwestern Institutional Research Department, the nursing college currently has eight faculty members who are people of color and forty-seven white faculty.

Framework: The Mentoring Cycle



WHAT IS MENTORING?

- Mentoring is Reciprocal.
- Mentoring Involves Learning.
- Mentoring Requires a Strong Relationship.
- Mentoring is a Partnership.

RESULTS

WHY IS IT ESSENTIAL TO EMBED MENTORING IN THE INSTITUTIONAL CULTURE?

- Creates openness to learning through mentoring.
- Establishes ownership and promotes shared responsibility.
- Facilitates knowledge utilization.
- Maintains integrity.
- Maximizes resources.
- Supports the integration of critical processes.
- Promotes cultural congruence.

NEXT STEPS

- Prepare and deliver a PowerPoint presentation to the Nursing Faculty, Dean, and Provost.
- Obtain IRB approval for a study to follow five tenure-track faculty during their three-year experience on the tenure track. Three of the faculty members identify as FOC.
- Recruit faculty participation. Survey and interview faculty members to identify resources and mentoring required.
- Provide resources and evidence-based strategies to support faculty for success.
- The third-year, mid-tenure students conduct interviews to determine whether the mentoring program is on track for academic success.

CONCLUSIONS

Mentoring is crucial for faculty of color (FOC) at all levels, shaping their academic identities and professional growth. Higher education institutions should actively support FOC by helping them establish mentoring networks within their departments and beyond, including peer mentors. Departments should aim to match mentees with individuals from similar social groups and encourage additional mentors with diverse backgrounds. Faculty members should seek mentors who share similar racial, ethnic, and gender identities if desired to fulfill their personal and professional needs.

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Biography

Sheri Wilson serves as the Nontraditional BSN Program Coordinator for Northwestern State University of Louisiana College of Nursing and Project Director for the Louisiana Action Coalition Dialogue on Race Nursing initiative. She is a registered nurse with an MSN and BSN. She has all but a dissertation to obtain a doctorate in education with a concentration in student services and personnel development. Sheri is certified by the American Nurse Credentialing Center in medical-surgical nursing, pain management nursing, and gerontology nursing. She is also an HIV/AIDS certified registered nurse through the HIV/AIDS nursing certification board. Sheri holds a Quality Matters Teaching Online Certificate, a Master Business Certificate in Leadership Management- from Michigan State University, a Certified Nonprofit Professional certification through the Nonprofit Leadership Alliance, Certified Diversity Executive through the Institute of Diversity Certification and holds the People Manager qualification through the Society for Human Resources Management. She is a 2022 Association of Nurses in AIDS Care, HIV, and Aging Scholar. Sheri is a Parkinsons Foundation 2017 Edmond J. Safra Visiting Nurse Scholar. She serves as a board member for the Sigma-Beta Chi Chapter, Northwest Louisiana Fuller Center for Housing, Literacy Volunteers at Centenary College, and The Salvation Army Boys and Girls Club of Northwest Louisiana.

Contact Information



Sheri Wilson, MSN, RN, ACRN, GERO-BC, PMGT-BC, MEDSURG-BC, CNP, CDE®

Nontraditional BSN Program Coordinator
Northwestern State University of Louisiana
wilsons@nsula.edu