

CREATING A LEGACY OF MENTORSHIP IN NURSING

University of Nevada Las Vegas Rebel Nurse Mentor Program

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Objective

Describe the process to develop a **peer mentorship** program within a nursing program with an emphasis on leadership.

Literature Review

Types of mentor programs in nursing:

- Mentorship for student nurses focused on clinical
- Mentorship for nurses
- Faculty mentorship with nursing students
- Peer mentorship for new faculty

For mentees:

- Reduction in anxiety and stress levels
- Added academic support

For mentors:

- Empowerment and professional growth
- Leadership skills

No literature on operationalizing a successful peer mentor program

Operationalizing a Peer Mentor Program

1. Resources and personnel
2. Purpose
3. Mission
4. Defining roles
5. Length and title
6. Matching process
7. Orientation
8. Checking In
9. Completion



Step 1: Resources and Personnel

- Administrative buy-in
- Program facilitator (Nursing Student Success Facilitator)
- Program budget

Step 2: Program Purpose

The purpose of the RNMP is to:

- Provide opportunities for graduating nursing students to learn to give back and become nurse leaders through mentorship
- Provide beginning nursing students with extra support



Step 3: Program Mission

In creating the mission:

- Consider goals of mentor program
- Consider needs of mentors and mentees

Mission Statement

*“The UNLV School of Nursing Rebel Nurse Mentor Program is an organization that provides a framework for **leadership** within the nursing community. The program is committed to enhancing student development by encouraging growth in areas of communication, self-direction, and critical thinking.”*

Step 4: Defining Roles

Mentor:

- An experienced student who supports a mentee
- Role models and support persons

Mentee:

- A student with less experience



Step 5: Program Length and Title

- Define length of nursing mentor program
 - 15 week semesters
 - 2 week break between semesters
 - 3 semesters a year
- Enhance experiences within the nursing program
 - Level 1 mentees (beginning nursing student)
 - Level 4 mentors (graduating nursing student)
- Create a title for program

Step 6: Matching Process

- Create data surveys
- Export data
- Final spreadsheet



Mentor Matching Data



Name	Age Range	Gender
Email Address	Do you hold another degree	Ethnicity
Hobbies/ Interest	Nursing Specialty Preference	Do you speak a language other than English (please list)
Do you have children	Where did you grow up (segment of US or Overseas)	Veteran/Active Military

Step 7: Mentor Orientation

- Provide information on mentorship
- Provide expectations of program
- Include contractual agreement for mentors and mentees

Step 7: Mentor Orientation

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Plan orientation and send information

- Create agenda
- Book location
- Order food
- Email invitation to students

Step 7: Mentor Orientation

continued...

Mentor Orientation

- Hour one
- Mentors only
- Define roles
- Communicate guidelines

Meet and Greet

- Hour two
- Mentees join
- Icebreaker game
- Complete paperwork

Step 8: Mentor-Mentee Check In

Maintain contact with mentors and mentees

- Online platform for form retrieval
- Formal check-in (week 8)
- Informal check-in (as needed)



Step 9: Program Completion

Collect forms throughout the semester

- Review forms as students submit
- File forms for program tracking
- Collect data

What It Takes to be a Mentor

- Mentors are available and responsive.
- Mentors provide guidance.
- Mentors help reduce anxiety of beginning nursing students.
- Mentors are encouraging and caring.

Mentors Help Reduce Anxiety

- **90.4%** ($n=147$) of mentors and mentees felt a high level of anxiety when entering the nursing program
- **84.7%** ($n=51$) of mentees stated their mentor helped to decrease their anxiety about the nursing program in general

Mentors Help Reduce Anxiety

“My mentor responded to all of my texts and emails promptly and gave me reassurance regarding my **level one anxiety**... The first semester of nursing school has been relatively **stress free because of his guidance.**”

Mentors are Available and Responsive

- **97.2%** ($n=58$) of mentees agreed or strongly agreed to the statement: “My mentor was professional.”
- “My mentor was **always available** whenever I had questions or needed advice... She went above and beyond what I expected from my mentor and I know that **I can still contact her** if I need help throughout the program.”

Mentors Provide Guidance

- **80.7%** ($n=81$) of mentees agreed or strongly agreed that the RNMP contributed to their level 1 success.
- “My mentor did not just give me advice on how to study for a particular subject, he also **gave me insight on how to be the best that I can be** as a student and as a **future nurse...**”

Mentors are Encouraging and Caring

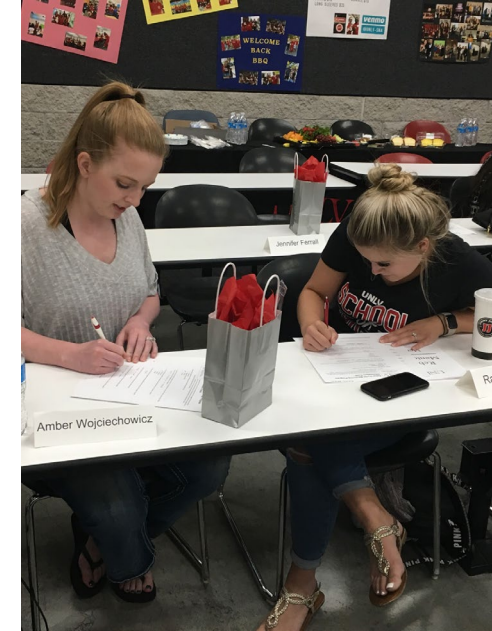
- **78.5%** ($n=103$) of mentors and mentees state they plan to keep in contact after graduation of the mentor.
- “My mentor is an amazing mentor, and I felt that she actually **cared about my well-being and my success** in nursing school. She is **kind**, outgoing, and enjoyable to be around.”

What Students Are Saying

- **94.5%** ($n=49$) of mentors: “The RNMP helped me to become a better mentor.”
- **82.1%** ($n=48$) mentees: “I felt my mentor and I were a compatible match.”
- **84.6%** ($n=55$) of mentors: “I felt my mentee and I were a compatible match.”
- **98%** ($n=140$) of mentors and mentees: “The RNMP is a positive addition to the nursing program.”
- **98.6%** ($n=142$) of mentors and mentees: “I believe the RNMP should be continued.”

What's Next?

- Expanded RNMP to include alumni
- Graduating nursing students paired with alumni
- Transition from nursing school into nursing career
- Legacy of mentorship



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Any Questions?

