

For the Mentor Student Nurse

# Who Is The Mentor Student Nurse?

The mentors will be students who have role modeled the desired behaviors that lead to success in nursing school.

**Peer Mentor**

This is the traditional peer mentorship relationship. The MSN and Mentees meet as needed, as well as communicate through more conventional methods such as text, Skype, e-mail, and phone calls. The relationship is a collaborative one, which fosters trust, respect, and community between cohorts. The mentor provides support, feedback, and tutoring when possible.

Student nurses will need to meet the following criteria to be accepted into the program:

1. Have *successfully* completed their second semester of nursing school, defined by completion of (NSG 200, NSG 205, NSG 320) all with a grade of B- (80%) or better.
2. Apply to the program through submission of the formal application.
3. Have the recommendation of a recent clinical instructor to participate in the program.
4. Be willing to commit to between about 15-20 hours of service a month. Hours will vary based upon need.
5. Agree to a commitment of twelve (12) months, or the duration of their time in the program if they have less than 12 months remaining.
6. Agree to have up to 3 SN’s for individual mentoring.

# Mentor Expectations

* Provide a bi-weekly update/summary to the MP leadership team
* Meet in person or via skype with your mentee within 2 weeks of being assigned your mentee
* Keep MP leadership team informed of any issues that arise so that any necessary compensations can be made
* The NUSNA Mentorship Program is a continually evolving program, provide feedback and ideas to help make it better!
* Be a resource for the faculty to refer struggling students to

# Who Is The Mentee?

 Mentees will self-elect to participate in the program for individual peer mentorship. Mentees will fill out an application, and will be assigned to a MSN based upon best possible match of the available MSN’s. The mentee will maintain the relationship by being an active participant. The mentee will adhere to agreed upon meeting times, and will have the right to self-elect out of the program at any time.

# Time Management

 The clinical faculty can communicate their desired number of assistants, and the team can do their best to schedule accordingly. Sometimes the demand may not be able to be met due to scheduling conflicts. This is **OKAY**; no student should jeopardize his or her own success for the benefit of the PMP. We do our best, and identify ways to improve our program so that we are able to meet the demand as it comes.

# Ground Rules

**Do**

* Encourage critical thinking
* Demystify nursing school
* Listen actively and respond thoughtfully
* Set Goals: write them down!
* Teach by example, Lead by example
* Encourage and motivate mentee to move beyond their comfort zone
* Promote independence
* Promote balance in all things
* Encourage reciprocity: learn from your mentee

**Don’t**

* Fix a problem: how does this help your mentee?
* Take credit: how does this help your relationship with anyone?
* Take over: again, how can they learn?
* Complain about your own problems: they are not your mentor.
* Threaten, judge, or belittle
* Allow friendship to cloud judgment
* Forget about your goals

# Confidentiality

 The confidentiality of all information obtained about any student, patient, or other person involved is a serious matter. You may encounter situations where you are trusted with sensitive personal information. Remember, you are the professional student nurse and as such you must model the best of behaviors.

# Feedback

 Giving feedback to your mentees will be a critical component of your relationship. Some things to keep in mind when providing feedback are:

* Give feedback in a timely manner
* Focus on the positive
* Maintain an open mind
* Give specific examples; never use broad generalizations

 Just as you give feedback, you should encourage your mentee to give you feedback too. Make sure that the communication channels are open in both directions. You should not wait until the last day of a clinical, or the closing of a mentee relationship, to discover how you can improve.

# Slander

 Slander of the instructor, another student, or any staff is grounds for immediate dismissal from the program. Speaking poorly of a student or faculty member is a violation of university policy, and will be treated seriously. Keep your opinions to yourself; you are representing the university and must act accordingly.