



NATIONAL UNIVERSITY
STUDENT NURSES' ASSOCIATION

For the Mentor Student Nurse

Welcome: Thank You for Becoming a Mentor!

NUSNA's Mentorship Program was started in November 2012 with the hope of creating a support system for National University's nursing students. Our program thrives with dedicated and genuine mentors who promote encouragement in the learning environment. Those who choose to become a mentor are choosing a role in leadership that will translate into their career as a professional registered nurse. Through this program, the NUSNA Mentorship Officers aim to foster mentorships that extend even beyond our time in nursing school.

Vision

To create a better student experience, increase student support and retention through mentoring, and encourage networking between cohorts.

Objectives

1. Increase the resources available to students at our campus to drive success.
2. Fundamental to our practice as mentors should be the development of our own critical thinking skills, as well as those of our mentee's.
3. Building a community of reciprocal learning where each cohort is helping the other and acting as a unified body.
4. Establish leadership and preceptor skills that are the fundamental to the professional nurse. Maintain accountability for our actions at all times.
5. Promote involvement of the students in the activities of the faculty. Provide support, and foster collaboration between groups.
6. Solidify National University's reputation in our community through an exemplary example of NU Student Nurse. Professionalism is a critical value for the Mentor Student Nurse.

Who Is The Mentor?

The mentors will be students who have role modeled the desired behaviors that lead to success in nursing school. Mentors will have had a B- or higher in all classes to date. Mentors are genuinely eager and willing to contribute to the success of those who follow them.

Peer Mentor

This is the traditional peer mentorship relationship. The Mentor 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 advice when possible.

Student nurses will need to meet the following criteria to be accepted as a mentor:

1. Have *successfully* completed their first semester of nursing school, defined by completion of all classes up until Foundations in Nursing reflecting a grade of B- (80%) or better, and passing of all labs/clinical rotations.
2. Apply to the program through submission of the formal application.
3. Be willing to commit 3-5 hours of service a month. Hours will vary based upon need.
4. Practice open and honest communication in a professional manner.

Mentor Expectations

- Provide feedback via the quarterly survey.
- Contact your mentee within 1 week of being assigned to your mentee via preferred method of communication
- Respond back to mentee questions within 36 hours
- Keep the Mentorship Program 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 our school's faculty to refer different students who need guidance

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 Mentor based upon best possible match of the available Mentors. 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

As a mentor, please keep in mind that you need to establish expectations with your mentee. The time commitment can be more or less depending on how you manage the mentorship. 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 Mentorship Program. Pairings are made in incremental periods, in which there is no information for future schedules. **The Mentorship leaders suggest being available in the first week of each class –**

with the knowledge that this is when students expect the least amount of work – to preface the class the Mentee will be starting. The Mentorship Director will pair based on proximity within the program to help aid the potential scheduling conflicts. We do our best and identify ways to improve our program so that we are able to optimize the benefits of this program.

If, at any point, the Mentor feels they are committing too much of their time to the Mentorship Program – to the point of jeopardizing their own academic standing – please contact the Mentorship Director for guidance: nusna.mentorship@gmail.com.

Ground Rules

Do

- Promote critical thinking
- Demystify nursing school
- Listen actively and respond thoughtfully
- Encourage Mentee to establish his or her own goals
- 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
- Provide resources that NUSNA has to offer: volunteer together, attend a workshop together, etc.

Don't

- Feel that you must fix all their problems
- Be prideful or condescending - though you are further in the program, you are still a student
- Overwhelm your mentee with information that's not pertinent
- Discourage them with complaints
- Threaten, judge, or belittle
- Allow friendship to cloud judgment
- Forget about your *own* 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
- Quality Assurance Surveys help improve our program to help future cohorts

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 an 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.

Questions and Concerns

Please contact the Mentorship Director: nusna.mentorship@gmail.com . Forms and other useful links are located on the NUSNASD.org website under “Mentorship”.