



For the Mentee Student Nurse

Welcome to NUSNA's Mentorship Program!

NUSNA's Mentorship Program was started in November 2012 with the hope of creating a support system for National University's nursing students. Since then, it has evolved significantly but our hope is that it will continue to evolve in order to meet the needs of our fellow students.

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 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 point in the program.

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, and must have completed at least Foundations in Nursing, and will not be past Psychosocial Nursing. Mentors are genuinely eager and willing to contribute to the success of those who follow them.

Peer Mentoring

This is the traditional peer mentorship relationship. The Mentors and Mentees can meet in person *or* they can communicate through text, Skype, e-mail, and/or 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. This partnership is based on an agreement of expectations of both students, so we encourage you to communicate with your Mentor openly about how they can best guide you!

Mentee Expectations

- Contact your Mentor within 1 week of assignment
- Keep Mentorship 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 it improve
- Keep open communication with your mentor, they are here to help you.
 - Let them know how much or how little contact will most benefit you.
 - Inform them of what your needs are as a student (do you need to learn how to balance responsibilities, how to utilize resources like NUSNA, etc)
- If Issues arise with your mentor, contact the Mentorship Director at nusna.mentorship@gmail.com. We want this to be a positive experience for you, please contact us so that we can facilitate a resolution.

Ground Rules

Do

- Listen actively and respond thoughtfully
- Set Goals with your Mentor
- Expect encouragement
- Ask any questions or bring up any concerns you may have about the nursing program
- Ask for any pointers or advice regarding specific classes
- Ask for resources that are available to them as NUSNA members
- Share experiences that can encourage a conversation about the nursing profession
- Establish an open and honest line of communication regarding expectations of Mentorship
- Remember that your mentor's experience might not be exactly the same – National University's Nursing program evolves constantly

Don't

- Request notes or tutoring sessions
- Ask for test questions or answers
- Ignore concerns you may have regarding your mentorship pairing
- Threaten, judge, or belittle

- Allow friendship to cloud judgment
- Forget about your goal

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 a professional student nurse and as such you must model the best of behaviors.

Feedback

Giving feedback to your mentors 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 reward outstanding Mentors using the Graduation Cord Points

Just as you give feedback, you should encourage your mentor 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 Mentorship, 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.

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” .