





Project Partners: Morgan State University

M. Anderson (Project Director); M. Hall (Mentoring Consultant); T. LeGrand (Project Assistant)

University of Maryland School of Nursing: Maryland Nursing Workforce Center

- C. DeVance-Wilson (Mentoring Consultant)
- R. Wiseman (Workforce Center Director)

**MENTORING:** 





- Overview
  - Statewide initiative to increase the number of nurses at the bedside by improving student outcomes
  - Project Impetus Synergistic partnership
    - Training jointly sponsored by US Department of Health and Human Services, Office of Minority Health, The American Association of Retired Persons (AARP), The Robert Wood Johnson Foundation, and the Center to Champion Nursing in America (CCNA)

**MENTORING** 





- Overarching Goal Implementation of the AACN/AARP Mentoring Toolkit
  - Project Goal 1: State-wide faculty education event
  - Project Goal 2: Implementation of Mentoring Toolkit by Adopters
  - Project Goal 3: Evaluation

**MENTORING:** 





- Project Goal 1: Statewide faculty education and toolkit training event for MD nursing school faculty and staff
  - August 12-13 Via Zoom
  - 65 Attendees (Facilitators, Moderators, Panelists) Day One;
     30 Attendees Day Two
  - Representation from 24 different organizations

**MENTORING** 





- Project Goal 1: Statewide faculty education and toolkit training event for MD nursing school faculty and staff
  - Mentoring Readiness Assessment Results: 30/65 = 46% Response Rate
    - 53% had an ongoing mentoring program for students
    - 25% had a specific mentoring model that they followed
    - 83% leadership supported development of a mentoring program
    - 48% had a designated mentor program director/liaison
    - 30% had a process for recruiting and matching mentors

### **MENTORING:**





Project Goal 1, cont. – Mentoring Readiness Results

- 30% Process for matching mentors and mentees
- 17% Provide time for mentors and mentees to meet
- 30% Specific or stated requirements for activities conducted during mentoring meetings.
- 26% Require mentors and mentees to establish learning goals to be achieved during the mentoring relationship





Training Session Results (Likert Scale 5)
41% Response Rate (n=26)
Content and Logistics

- Content relevant to practice 4.76
- Content presented professionally useful to me 4.68
- Overall satisfaction 4.73

### **MENTORING:**





Training Session Results (Likert Scale 5)
41% Response Rate (n=26)
Workshop Objectives

- Discuss mental and emotional health of nursing students (General and during COVID outbreak – 4.73
- Mental health issues encountered among nursing students 4.76
- Specific stressors associated with preparing for graduation and NCLEX preparation – 4.73

**MENTORING** 





Workshop Results: Open-End Questions

 Two ways you plan to use knowledge gained from workshop?

Rose w spary to making programs soon excising expense substituted by programs to the 1865 Develop a formal mentoring program for undergraduate nursing students at institution Initiate mentoring program at my institution Utilize the resources provided to enhance our current mentoring program. Assist in the development of a comprehensive mentoring program Optimize our mentoring program Revamp our current student mentoring into more formal process ptimize our mentoring program (see information from the panel discussion to enhance students enclional needs beyond initiate numbering program at or institution. Programs to apply to numbing programs when reading reports submitted by programs to the MEGO. To design a high impact mentoring program in the department of school for students of color and sus To develop the structure for a revised mentoring program for our Nursing Education MSN students Guide decision-making related to the development of the mentoring program sels to develop a Assist in the development of a comprehensive mentoring program untitate mentoring program at my institution To develop the structure for a revised mentoring program for our Rursing Education MSK studentsopivize our mentoring program with deducta making primate was developed at Develop a formal mentoring program for undergraduate nursing students at inst optimize our mentoring program Incorporating knowledge into the Mentor program used at my facility Utilize the resources provided to enhance our current mentoring program de decision-making related to the development of the mentoring program Help to develop a mentoring program Initiate mentoring program at my institution and the control program of the co Plan to apply to nursing programs when reading reports submitted by programs to the MBON Use information from the panel discussion to enhance students emotional needs beyond academics Develop a formal mentoring program for undergraduate nursing students at institution Incorporating knowledge into the Mentor program used at my facility
to interpolate two to your discount is whose column contains and to your solutions are being to ground for a related solution graphs for our larger, should not be noticed.

Optimize our mentoring program

Help to develop a mentoring program. Help to develop a mentoring program

ncorporating knowledge into the Mentor program used at my facility

### **MENTORING:**





Workshop Results: Open-Ended Questions

 Additional Support Needs to Develop or Improve Mentoring Programs



### **MENTORING:**





Project Goal 2: Implementation of Mentoring Kit by Adopters

- Outreach has started
- Interest thus far 3 Nursing programs; 1 Clinical partner

### **MENTORING:**





For additional support, reach out to Ms. Tasheena LeGrand at <a href="mailto:T.LeGrand@morgan.edu">T.LeGrand@morgan.edu</a>

### **MENTORING:**