

Kansas Leadership and Mentorship Survey Executive Summary

The Kansas Leadership and Mentorship Survey was administered by the Kansas Action Coalition (KAC) Leadership Team and PNEK with the purpose of informing future RN workforce development needs in both formal and informal leadership roles. 971 Kansas RNs, representing the eight Kansas Organization of Nurse Leaders (KONL) regions, completed the survey. The table below summarizes the number of respondents from each region. County data was missing from 157 participants.

KONL Region	Number	%
1	306	37.6
2	51	6.3
3	65	8.0
4	251	30.8
5A	61	7.5
5B	22	2.7
6A	24	2.9
6B	34	4.2
Total	814	100

Leadership Roles at Work, Professional Organization, and/or Community:

The majority of nurses (62%) reported that they are in a leadership position. Positions included formal administrative roles in healthcare organizations and academic settings, Board members, both in healthcare and community organizations, committee members within their organizations, and members of professional associations and community volunteer agencies.

Desire to Serve in Leadership Positions:

Many respondents expressed a desire to serve in a leadership position in a healthcare volunteer organization (21%), administration (20%), community organizations (18%), or on a hospital or other governance Board (15%).

Barriers that Prevent RNs from Becoming a Leader or Developing Current Leadership Positions:

Time available during work hours was the most frequently reported barrier (35%), followed by time available outside of work hours (34%).

Professional Leadership Development:

Personal leadership skill development (33%) and understanding how to influence policy (32%) were the most frequently reported areas for professional leadership development, followed by networking skill development (26%) and understanding budget and finance (26%). Sixty-one percent were interested in attending a leadership program to be prepared to serve in a board position.

Academic Mentor/Mentee Program:

Almost half (48%) of the respondents expressed an interest to mentor a nursing student. Of the respondents who wanted to mentor a student, the majority were interested in mentoring students in entry-level educational programs (35% ADN and 40% BSN). Almost 17% of respondents either are currently in a nursing academic program or are considering advancing their education and would like a mentor.

