

**FUTURE OF NURSING™**

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

**AARP** Foundation

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## ***Promoting Collaboration with Campaign's State-based Action Coalitions***

Virtual Workshop

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- Building a Healthier America, State by State

## Meet the Coalitions

Alabama Alaska Arizona Arkansas California Colorado Connecticut Delaware  
District of Columbia Florida Georgia Hawaii Idaho Illinois Indiana Iowa  
Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan  
Minnesota Mississippi Missouri Montana Nebraska Nevada New Hampshire  
New Jersey New Mexico New York North Carolina North Dakota Ohio Oklahoma  
Oregon Pennsylvania Rhode Island South Carolina South Dakota Tennessee Texas  
Utah Vermont Virginia Washington West Virginia Wisconsin Wyoming

# Considerations for Collaboration

What is already happening outside of your organization that may impact your mentoring program?

Do you have supports in place for mentors and mentees?

Do you have a pool of mentors to draw from?

What are potential challenges?



# Virtual Exemplar: Mentoring Collaboration

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## PA-AC Cohort of Exchanged Learning (PA-ACCEL)

- Pennsylvania Action Coalition's Nurse Diversity council
- Lincoln University
- Southeastern Pennsylvania Area Black Nurses Association (SEPABNA)
  - **Monica Harmon, President of SEPABNA**  
PA Action Coalition Diversity Co-Chair  
Lincoln University Adjunct Faculty



Funding Support: Foundation of the National Student Nurses Association

In-Kind Support: SEPABNA (Monica Harmon) and PA Action Coalition (Zaharaa Davood, Jennifer Horn)

A mentee cohort of 15 senior nursing students

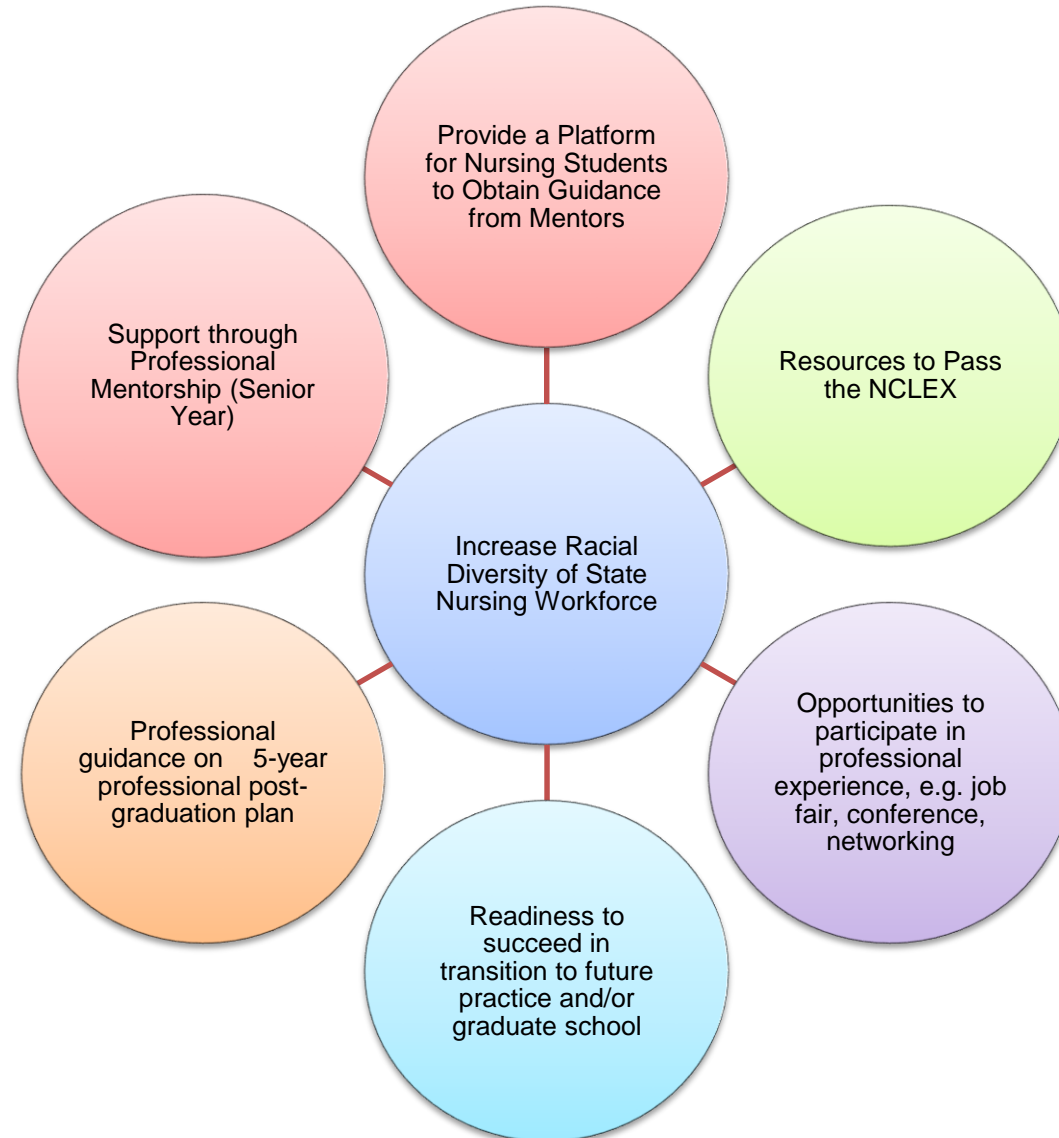
One professional mentor from various nursing fields for one academic year

Virtual connections

## Mentoring Program Support Team

- Logistics, organizing and management support
- Provides helpful resources
- Mentor-Mentee facilitation, preparation support, event planning, program evaluation

# Clearly Define Mentoring Program Purpose



# Highlight Significance of Collaboration

U.S. population continues to be more diverse

- 37% ethnic minority
- U.S. will be a major-minority nation by 2043
- White population be less than 50%

PA nursing workforce does not reflect these changes

Nursing workforce is still white and female

- 20 percent is an ethnic minority

Why???? → lack of support in nursing programs

- Financial, emotional, moral, technical, academic advising, professional socialization

# Outline Program MENTOR Outcomes

Pride being a part of someone else's growth & development

Leadership growth and development for yourself

- Practice listening and giving feedback
- Practice problem-solving for academic success
- Opportunity to inspire others to be mentors

New professional relationship with a future nurse colleague

Connections with program and academic leaders



# Program Expectations/Timeline

**Orientation Meeting** (first meeting between mentors and mentees)

**Build Post-Graduation Plan** with mentee throughout mentoring relationship

**Attend the virtual Professional Development Activity and the End of Mentoring Program event.**

- We will send details later.

**Complete Program Evaluations**

- Initial (Dec/Jan) | Mid-Year (Feb/March) | End of Program (May/June)

## **Formal closing of mentorship program**

- June 2021

**We encourage mentors and mentees to continue their mentoring relationship if they want to remain connected.**

Mentees are encouraged to share with their mentor if they meet goals from their Post-Graduation Plan & NCLEX results after formally closing the mentoring relationship

# Orientation (First Meeting with Mentees)

Mentors will contact students first via email to schedule Orientation Meeting (first meeting) by Tuesday, October 6

Mentor and Mentee Matches – updated student emails will be sent after Information Session

## Before Orientation Meeting:

Review [Mentor-Mentee Toolkit](#) to prep/navigate mentoring relationship – especially ***Preparing for Mentoring Relationship section***

- [Watch the virtual mentor training conducted by Dr. Roberta Waite](#) that covers unconscious bias, navigating mentor/mentee relationships, leadership styles, etc. (found in [Toolkit](#) & [PA-AC website](#))
- Review other resources listed in the Mentor Resources section of [Toolkit](#) & [PA-AC website](#)

## Orientation (First Meeting with Mentees)

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Share preferred method of contact (email, phone)

Best time to contact

Set expectations/goals

How often to meet (*We suggest meeting at least once a month virtually*)

The mentor and mentee are responsible to establish a Meeting/Communication plan for the entirety of the academic year during their first meeting. Meetings may be over the phone, over video conference, or in-person. We highly encourage these meetings to be virtual.

## Purpose

The purpose of the post-graduation plan is to help senior nursing students develop short term and long-term career related goals.

Help your mentee create a 5-year career plan making it very specific. For example, within the mentee's first year of being a nurse, they must earn a certain number of CEs, apply up to three graduate schools, etc.

Build this plan throughout your relationship with your mentee and provide a timeline for them to complete their goal(s)/expectation(s).

## Post-Graduation Plan Cont.

The mentor is responsible to document the progress of this plan in the program evaluations. To help keep track of progress during meetings, document details in the Post-Graduation Plan Worksheet

Mentors and Mentees can refer to the *Setting Goals Section* in the Toolkit to help create SMART goals

# Establishing a Smart Strategic Plan



# Evaluation (Process & Outcome Driven)

## Mid-Year

Clear program expectations

Communication

Mentor-Mentee relationship, in light of, COVID-19

Lessons learned so far

Post-graduation plan

Additional resources needed

## End-of-Year

### Mentee:

- Conference, professional networking
- NCLEX passing rate
- Graduation
- Employment rate
- ↑ confidence, ↑ support

### Mentor:

- Satisfaction
- Leadership development skills through mentoring
- ↑ confidence, ↑ new knowledge





+ PA-ACCEL Mentoring Program

- PA-ACCEL Mentor Resources

- > [PA-ACCEL Mentor-Mentee Toolkit](#)
- > [Mentor Information Session \(Recording\)](#)
- > [Preparing for First Meeting: Mentor and Student Mentee Reflection Questions](#)
- > [Mentoring Partnership Accountability Tool](#)
- > [Post-Graduation Plan Worksheet](#)
- > [Mentor Biography Lookbook](#)

Webinars/Trainings & Diversity and Inclusion Resources

- > [Cultural Humility Versus Cultural Competence: A Critical Distinction Defining Physician Training Outcomes in Multicultural Education](#)
- > [Self-Reflection in Multicultural Training: Be Careful What You Ask For](#)
- > [Dialogue as a Skill: Training a Health Professions Workforce That Can Talk About Race and Racism](#)
- > [Creative and Innovative Mentoring Program for Improving Diverse Students in Education](#)
- > [Diversity and Inclusion: Promoting Health Equity by Understanding Unconscious Bias](#)
- > [Cultural Humility and Nursing in PC / PC Patient Safety & Quality Council](#)

If you want 1 year of prosperity, grow grain.

If you want 10 years of prosperity, grow trees.

If you want 100 years of prosperity, grow people.

- *Unknown*

**THANK YOU!**  
**¡GRACIAS!**

Now we look forward to learning about your mentoring plans & goals.