NEEDS ASSESSMENT AND MENTOR PROGRAM DEVELOPMENT FOR A MIDWESTERN UNIVERSITY

Mindy Thompson MSN, RN, CNE
University of Missouri, Sinclair School of Nursing

INTRODUCTION

Objectives:
- 26% of the faculty worked 20 hours or less.
- 10.28% Replacement faculty
- 14.23% Replacement faculty by year

Results of Mentoring
- Limited pool of doctoral prepared faculty (31.6%)
- Noncompetitive salaries (28.4%)
- Right specialty mix (19.0%)
- Faculty willing to teach clinical courses (41.6%)
- Faculty willing to conduct research (44.9%)
- High faculty workload (4.9%)

LITERATURE REVIEW

PURPOSE & OBJECTIVES

To evaluate the current mentoring process at school of nursing through administration and analysis of the Mentor Effectiveness Scale (MES) to faculty mentors and mentees hired between the years 2011-2016. The information gained from the MES in addition to evidence-based literature regarding best mentoring practices was utilized to develop a structured mentoring program for new faculty hires at the school of nursing.

- 13 resignations at Midwestern School of Nursing since 2011
- Retirement or transfer back to clinical practice
- 2011-2016 Average Retention Rate = 96%
- 2011-2016 Average Turnover Rate = 4%

MATERIALS AND METHODS

Methods: Q Project with Cross-sectional Design

Tools: Administration of the Mentor Effectiveness Scale (Berk, et al., 2005)
- Reliability by test-retest (0.80, 2 weeks apart) as well as internal consistency (Cronbach Alpha Coefficient, 0.936) (Yirci, et al., 2016).
- 12 statements focused on desirable characteristics of mentoring relationships and are set on a 6-point agree-disagree scale with neutral position (Berk, et al., 2005).
- 3 questions posed by Policy Committee regarding roles and responsibilities, time to work together and needed resources.

Population: Self-selection of participation among currently employed School of Nursing Faculty:
- All Tenure Rank: 120
- Non-Tenure Rank: 30
- Professor Rank: 12
- Assistant: 23
- Associate: 23
- Full: 23

INTERVENTION:
- 6 weeks to complete survey with reminders at 3 week intervals
- Demographics not collected due to threat to anonymity

Data Analysis:
- Mann Whitney Rank Sum

RESULTS

Survey Results:

Survey Item Posed by Policy Committee

<table>
<thead>
<tr>
<th>Alignment of Perception</th>
<th>Difference of Perception</th>
<th>Mentor Effectiveness Scale Items</th>
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<tbody>
<tr>
<td>had time to work together (.005)</td>
<td>discussed roles and obligations (.008)</td>
<td>was accessible (.622)</td>
</tr>
<tr>
<td>had sufficient resources (.829)</td>
<td>demonstrated professional integrity (.569)</td>
<td>demonstrated content expertise in my area of need (.424)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>was approachable (.470)</td>
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<td></td>
<td>acknowledged my contributions appropriately (.733)</td>
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</tbody>
</table>

Mentor Effectiveness Scale Items

- was accessible (.622)
- demonstrated professional integrity (.569)
- demonstrated content expertise in my area of need (.424)
- was approachable (.470)
- was supportive and encouraging (.622)
- provided constructive and useful critiques of my work (.267)
- answered my questions satisfactorily (.677)
- acknowledged my contributions appropriately (.733)
- challenged me to extend my abilities (.569)

Survey results show many areas mentor and mentee perception align regarding mentor effectiveness

- 5 out of possible 15 areas in misalignment and provide focus for improvement

REFERENCES


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RECOMMENDATIONS

- Selected group
- Similar responsibilities
- StrengthsQuest
- Structured matching
- Check-in
- Provide additional support PRN
- Mid Year Survey
- Repeat MES
- Every year
- Continual Improvement

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my35@mail.Missouri.edu
http://nursing.missouri.edu/index.php