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# Non-tenured Track Nursing Faculty Mentoring Initiative

# Mentoring Nurse Faculty in the Non-tenure Track Role

## Description and Goals

### Purpose and Structure

- **The two-year mentoring initiative is to enhance doctorally prepared clinical assistant professors' ability to achieve promotion to associate rank.**
- **The structured activities guide protégé development toward a better understanding of promotion requirements and scholarship expectations.**

### Activities

- **Two cohorts:**
  - 8 protégées in first cohort
  - 7 in the second cohort
- **Two year commitment**
- **Each protégé is paired with one mentor**
- **Summer writing workshop provided**
- **Three structured group meetings per year**
- **Individual mentor-mentee meetings**
- **Clear objectives in each quarter**

# Outcomes and Ongoing Efforts

## Outcome Measures

- Knowledge(Promotion, resource connection)
- Mentoring Quality Scale (5 items, Cronbach's alpha = .85) \*
- Mentoring Experience/ Learning (5 items, Cronbach's alpha = .88)\*
- Self-Disclosure (pre-post)
- Dissemination
- Grants (Internal/External)
- Promotions

## Results Cohort 1 N=8

	Baseline	Median Change (Min, Max)	p-value* Non-parametric Sign test
Knowledge	3.0 (2.9)	7 (3, 10)	0.0156*
Quality	16.0 (5.8)	4 (-1, 20)	0.1250
Experience	16.8 (6.4)	3 (-1, 20)	0.2188
Self-Disclosure	16.6 (9.5)	10.5 (-4, 17)	0.4531
Dissemination Publications		25 (2015-17)	
Grants		11	
Promotions	None	1 & 4 in process	