



The Indiana University School of Nursing Clinical Faculty Mentoring Initiative: One-Year Outcomes and Lessons Learned

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Activities in 2015-2016

Year 1	2015				2016		
	May-July	Sept	Oct	Nov	Feb	March	April
Orientation		September: <input type="checkbox"/> Attend orientation Fill out: <input type="checkbox"/> Self-disclosure survey <input type="checkbox"/> Mentorship Quality Scale <input type="checkbox"/> Mentorship Learning Scale <input type="checkbox"/> Demo <input type="checkbox"/> Study Questions					
Promotion Workshops		September: <input type="checkbox"/> Attend IUPUI Online Resource October: <input type="checkbox"/> Attend IUSOM workshop <input type="checkbox"/> Attend IUSON workshop			February: <input type="checkbox"/> Attend IUPUI Clinical Promotion March: <input type="checkbox"/> Attend IUSON clinical faculty workshop		
Connect to IUSON & campus teaching and research resources		September: <input type="checkbox"/> Connect with CSL October: <input type="checkbox"/> Connect with CTL					
NLN Writing Retreat	<input checked="" type="checkbox"/> Attended						
Mentor Pair Event		November: <input type="checkbox"/> Attend check-in session Fill out: <input type="checkbox"/> Self-disclosure survey <input type="checkbox"/> Mentorship Quality Scale <input type="checkbox"/> Mentorship Learning Scale <input type="checkbox"/> Study Questionnaire			April: <input type="checkbox"/> Attend check-in session Fill out: <input type="checkbox"/> Self-disclosure survey <input type="checkbox"/> Mentorship Quality Scale <input type="checkbox"/> Mentorship Learning Scale <input type="checkbox"/> Study Questionnaire		
Submit to journal					April: <input type="checkbox"/> Submitted 1 to 2 papers		

Change in Promotion Knowledge and Resource Connection (Possible score range: 0 – 12)

	Time 1 M (SD)	Time 3 M (SD)
Understanding of the promotion process at IUPUI	.86 (.69)	2.3 (1.0)
Mentoring initiative helps develop your personal statement and dossier for promotion	.57 (.98)	1.4 (1.3)
The initiative helps connect with other internal IUSON scholars/teams	1.1 (.89)	2.6 (1.2)
The initiative helps connect with external scholars	.43 (.79)	1.6 (1.1)
Total scores	2.6 (2.9)	7.9 (3.2)*

Time 1: Baseline
 Time 3: Eight months after Time 1
 *Paired t (7) = 4.93, p = .002

Overview of the project

This 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. A total of 15 protégés will be better positioned for promotion as a result of the program from the Indianapolis and Bloomington campus.

Program design

- Two cohorts:
 - 8 protégées in first cohort
 - 7 in the second cohort
- 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

System Support

- Administrative support:
 - Dean and Department chairs
 - Associate Dean for Research and Scholarship
- Program outcome were incorporated into faculty annual review.
- Support from senior faculty to serve as mentors

Scholarship Outcomes of 8 Protégés

	N
Presentations	43
Publications	10
Paper submissions	10
New intra mural grants	2
Awards and recognitions	6
Dossier submission for promotion	1

Quantitative Measures of Protégé's Experience

	Score Range	Time 1 M (SD)	Time 3 M (SD)
Perceived Mentor Quality	5 - 25	16.0 (5.8)	22.0 (2.6)*
Mentoring Experience	5 - 25	16.8 (6.4)	21.3 (3.2)
Self-Disclosure	5 - 30	16.6 (9.5)	22.5 (6.5)

Time 1: Baseline
 Time 3: Eight months after Time 1
 *Paired t (7) = 3.1, p = .02

Conclusions

Clinical assistant professors were ripe for a structured approach to faculty promotion. Their voices were strong with the desire to be valued and receive programming to better assist them with promotion. Because we were purposeful during selection and matching – the mentoring process and relationships may be perceived as contributing to a positive climate. The overarching contributor to mentoring success was the organizational support from IUPUI campus, the Dean, Chairs and mentors.

