

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



SCHOOL OF NURSING

INDIANA UNIVERSITY

Indianapolis

The Indiana University School of Nursing Clinical Faculty Mentoring Initiative: One-Year Outcomes and Lessons Learned Carol Shieh, DNSc, RNC-OB¹; Debroah Cullen, EdD²

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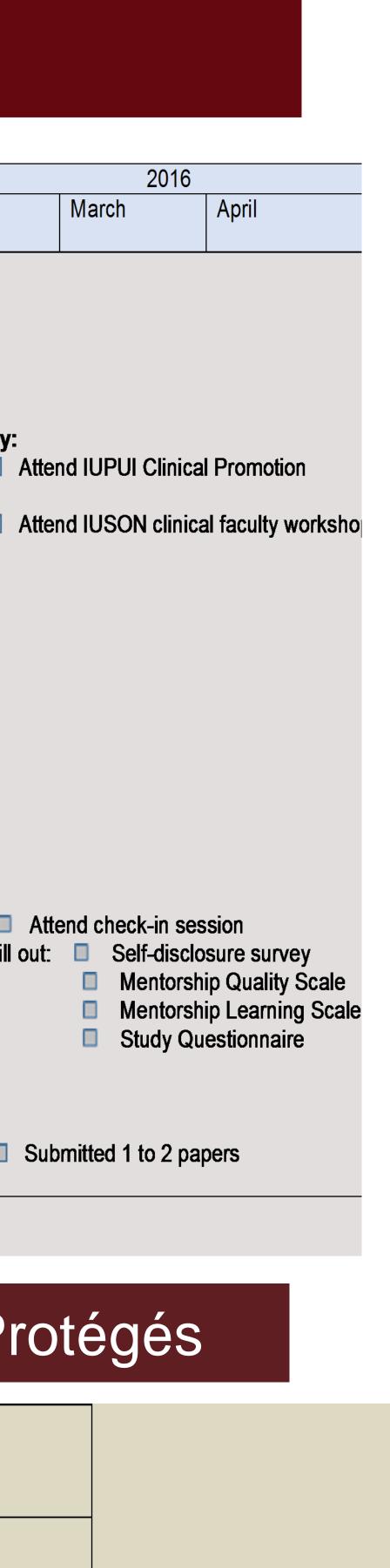
Activities in 2015-2016

Year 1	2015					
	May- July	Sept	Oct	Nov	Feb	
Orientation		September: Attend orientation Fill out: Self-disclosure survey Mentorship Quality Scale Mentorship Learning Scale				
Promotion Workshops		September:	 Demo Study Qu 	lestions	February	
Connect to IUSON & campus teaching and research resources		October: Atte Atte September: Cor October:	nd IUSOM works nd IUSON works nnect with CSL	shop		
NLN Writing Retreat	Attended					
Mentor Pair Event		November: Att Fill out:	MentorshMentorsh	ssion osure survey hip Quality Scale hip Learning Scale lestionnaire	April: Fil	
Submit to journal					April:	

Scholarship Outcomes of 8 Protégés

	N
esentations	43
blications	10
per submissions	10
w intra mural grants	2
vards and recognitions	6
ossier submission for promotion	1





Change in Promotion Kr **Connection** (Possible sc

Understanding of the promotion process at

Mentoring initiative helps develop your per statement and dossier for promotion

The initiative helps connect with other inter **IUSON** scholars/teams

The initiative helps connect with external set

Total scores

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

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.



nowledge and Resource core range: 0 – 12)							
	Time 1	Time 3					
	M (SD)	M (SD)					
t IUPUI	.86 (.69)	2.3 (1.0)					
ersonal	.57 (.98)	1.4 (1.3)					
ernal	1.1 (.89)	2.6 (1.2)					
scholars	.43 (.79)	1.6 (1.1)					
	2.6 (2.9)	7.9 (3.2)*					

