Deborah L. Cullen EdD and Carol Shieh DNSc, MPH
School of Nursing

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

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