



Climate and Culture: Mentoring Programs

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Background

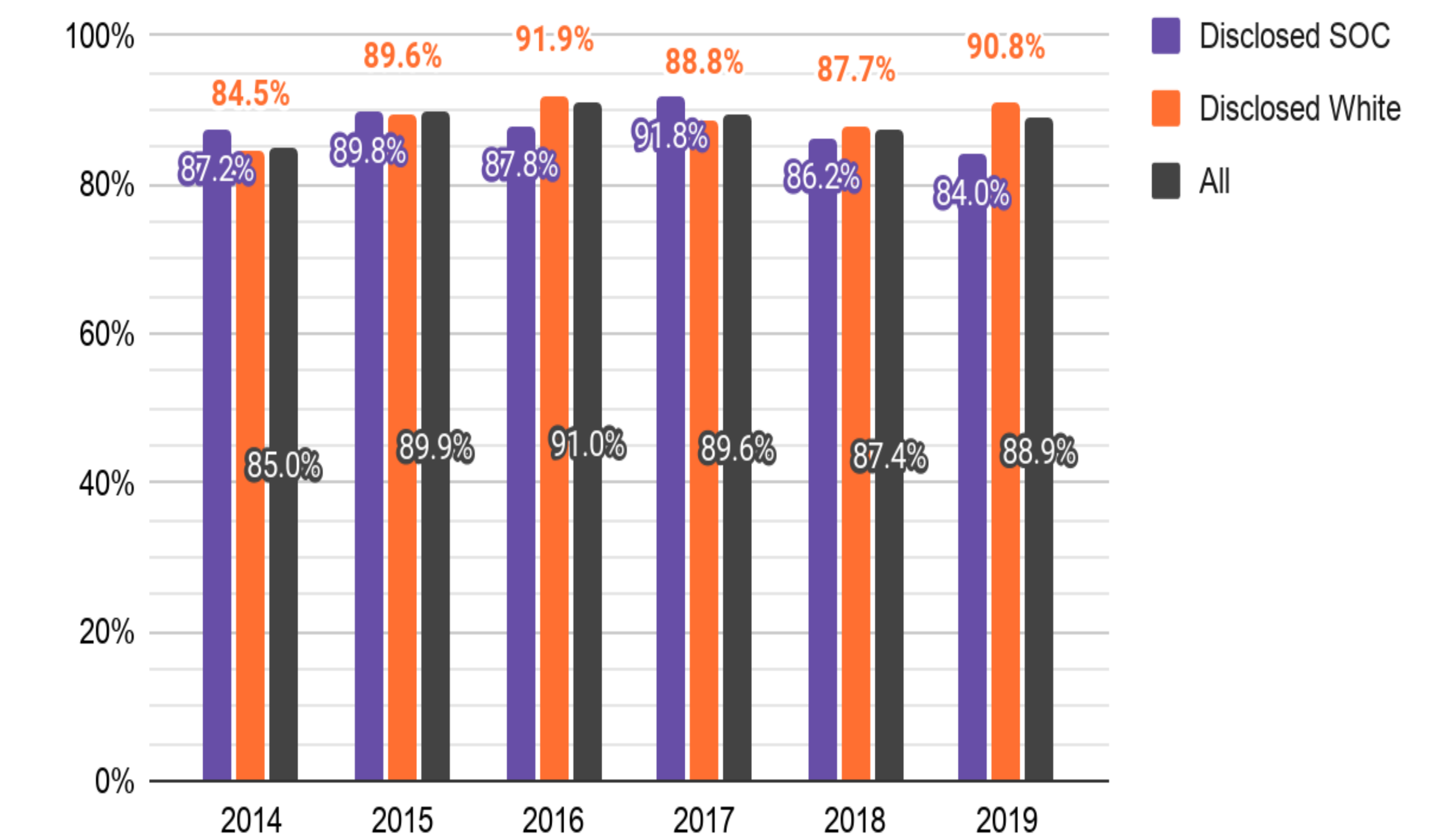
A climate and culture of belonging within higher education institutions is of utmost importance to integrating diversity, equity, inclusion, and antiracism to recruit, retain, and graduate racial/ethnic underrepresented students and increase workforce diversity. Lacking feelings of belonging can lead to detrimental mental and physical health effects for people of color, resulting in attrition of students of color (SOC) (Garcia, 2020). Mentoring can be crucial to the retention of SOC. Using the collaborative autoethnography approach, Reyes, Carales, & Sansone (2021) found that institutions that support faculty and graduate SOC mentoring relationships may be better equipped to recruit and retain graduate SOC as well as to socialize graduate SOC to be interested in creating change through the academy. Thus, the Health Resources and Services Administration (HRSA) Nursing Workforce Diversity (NWD) Grant deemed mentoring an evidence-based strategy for successfully retaining racial/ethnic underrepresented students.

FRONTIER NURSING UNIVERSITY MENTORING PROGRAMS

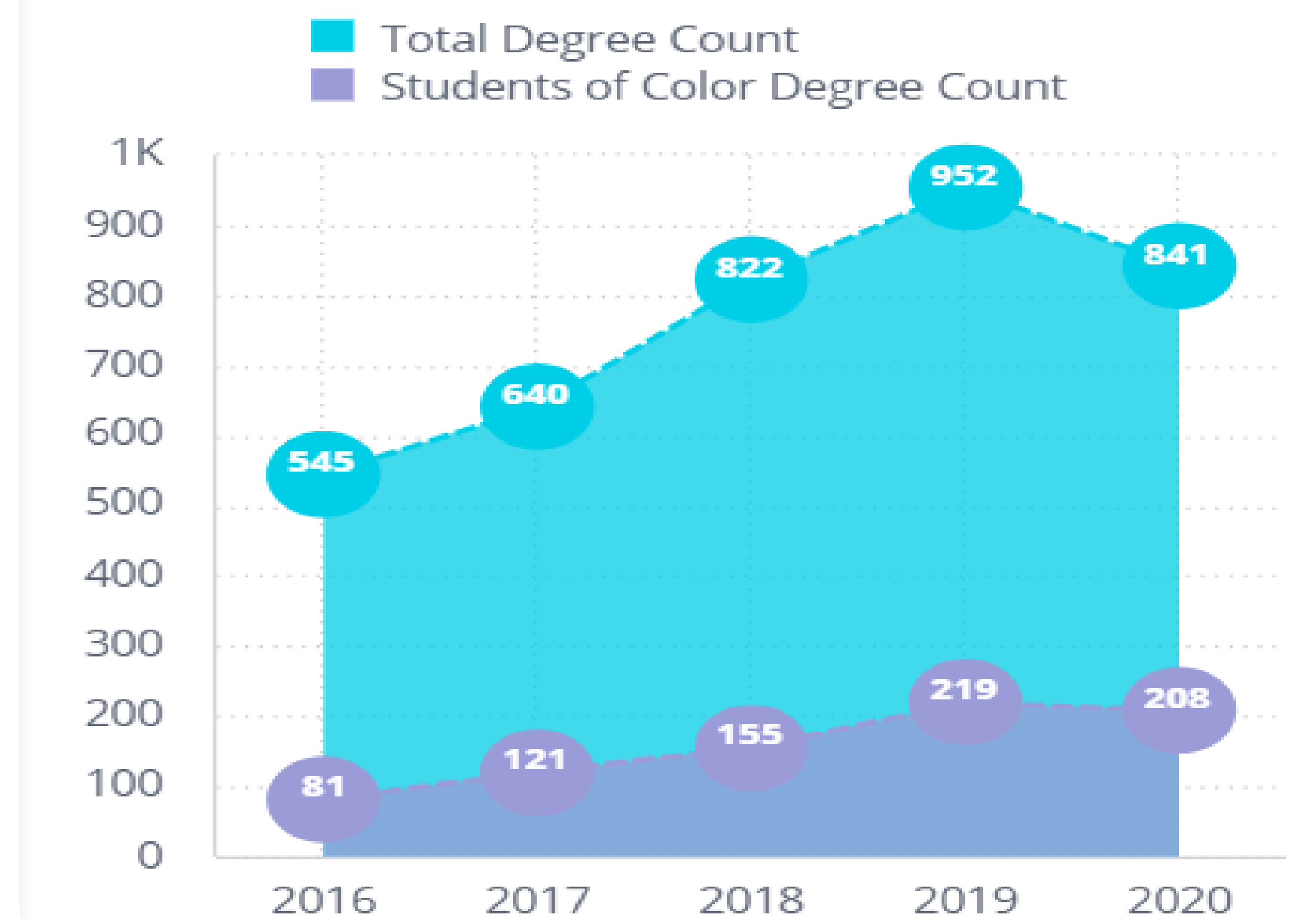
Program Outcome Statement: The goal of the mentoring programs is to retain racial/ethnic underrepresented students in nurse practitioner and nurse-midwifery programs at Frontier Nursing University (FNU).]

INPUTS	OUTPUTS		OUTCOMES - IMPACT		
	Program Activities	Mentee Participation	SHORT-TERM	INTERMEDIATE	LONG-TERM
The Health Resources and Services Administration grant funding Faculty Mentors Faculty Mentor Training (Consultant) The Office of Diversity, Equity, and Inclusion (DEI) Support	The mentoring program designs provide programmatic and professional mentoring support to retain students.	Nurse practitioner and nurse-midwifery students will be the target populations for the mentoring program. They will serve as the mentees who will receive mentoring services from trained faculty mentors.	Trained faculty mentors, including racial/ethnic underrepresented faculty, will be available to provide mentoring services. Mentees will have a favorable perception of their experience with faculty mentors to improve their programmatic and professional experiences.	FNU will retain and graduate racial/ethnic underrepresented students. Retention rates for students of color will be 80% or above. FNU will graduate at least 100 or more students of color per year.	Students of color will successfully graduate from FNU nurse practitioner and nurse-midwifery programs to increase diversity in the workforce, ameliorate health disparities and inequities and improve health outcomes.
Assumptions Offering mentoring programs at FNU will stimulate feelings of belonging and retain students of color.			External Factors The literature supports pairing mentees with like mentors (e.g., faculty of color and nurse practitioner and nurse-midwifery faculty) retains students.		

ALL PROGRAMS Combined - YEAR ONE Retention by Race/Ethnicity



Number of Degrees Awarded By Year



Development and Implementation

- The HRSA NWD Grant allowed Frontier Nursing University (FNU) to create two mentoring programs, the Professional Organization Mentoring Program (POMP) in 2018 (developed by Dr. Maria Valetin-Welch former FNU CDIO; revised and relaunched in 2020 by Dr. Geraldine Young) and the FNU Comprehensive Mentoring Program Pilot launched in 2020 (developed by Dr. Geraldine Young) to retain SOC.
- The POMP design offers students the opportunity to be mentored by faculty mentors at professional nursing conferences (in person or virtually) to expand their educational and professional experiences.
- The Comprehensive Mentoring Program design supports SOC by meeting their specific professional and academic needs.
- FNU faculty who received professional mentoring training serve as mentors for the programs.

Evaluation

Each mentoring program evaluation process uses surveys and the data analysis system, Sisense.

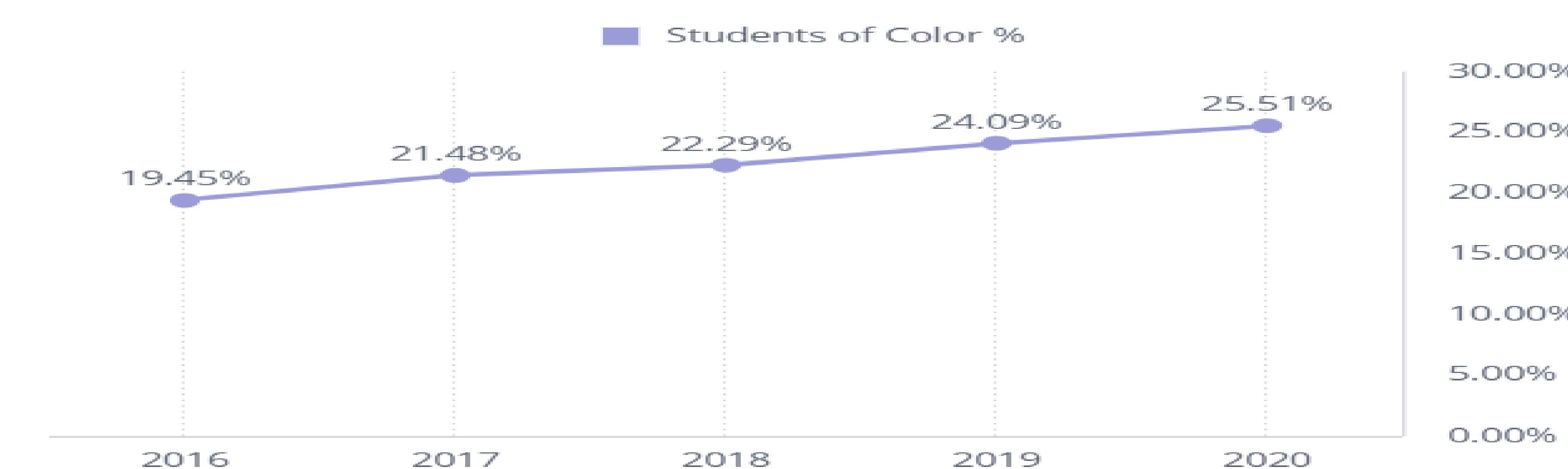
Key measurements include:

- Mentor and mentee perceptions of the mentoring programs
- Demographics and retention rates for SOC
- Number of SOC graduates

Results

- Mentor and mentee participants perceived the mentoring programs as helpful and would recommend others for the programs.
- As of 2020, FNU has 25.51% SOC enrolled and graduated 208. The retention rate is 84% for SOC.

Percentage of Students of Color By Year



Students of Color Percentage by Term-based on unduplicated headcount

