

Professional Mentors: More Than Just Role Models, *We are Family!*

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Introduction & Objectives

Mentoring programs for students of color in nursing programs have been proven to lead to student success. Specifically, it leads to increased retention and engagement in the classroom as well as in the nursing field. The focus of this presentation is to demonstrate the importance of having a professional mentoring program and the impact it has on its scholars. In addition, recommendations based on our structure will be offered.

Mentor Structure

- Professional and personal interest
- Application and in-person interview
- 1-2 scholars per mentor

Methodology

- Biannual and annual surveys
- Focus groups



Supporting Data

- 81% approval rating in 2018
- 85% approval rating in 2019
- Personal connection to the mission
- Increase in engagement between scholars and mentors
- Multiple year commitment

Recommendations & Conclusion

- 1-2 scholars per mentor
- Intentional matching & program updates
- Increase participation/engagement with mentors
- Long-term commitments



References:

Crooks, N. (2013). Mentoring as the key to minority success in nursing education. *ABNF Journal*, 24(2).

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