**Nursing Mentorship Program**



In the Grossmont College School of Nursing Mentorship Program, peers are able to serve as facilitators of success. Both mentors and mentees achieve professional and personal growth while developing relationships with other nursing students. Mentees will benefit from reduced anxiety, improved academic performance, and an expanded support system, while mentors develop leadership and professional skills and will receive recognition for their contributions to the program.

**Guidelines**

Initial Contact – Two weeks prior to the start of the semester:

* Introductions.
* Exchange contact information.
* Schedule first meeting.

First meeting - Before the end of the first week of the semester:

* Discuss needs and concerns.
* Get to know your mentor/mentee.
* Create an ongoing schedule.
* Sign a one semester commitment to meet as needed and adhere to program guidelines.

Continued meetings:

* Maintain contact at a minimum of twice monthly:
	+ At least one in-person meeting per month.
	+ At least one additional contact either in person or through phone, email or social media per month.
* Notify the other party at least 24 hours in advance of any schedule changes affecting meetings.
* The mentoring partnership is effective through the contract period (one semester), yet it is encouraged that the partnership be maintained beyond the contract period.

Responsibilities of the Mentor:

* Maintain high level of professionalism.
* Serve as a positive social and academic role model.
* Provide mentee with social support.
* Share knowledge gained from experience.
* Mentors will not only advance their leadership skills, but will also receive a certificate of appreciation, and can include involvement in the mentorship program on their resume. (Possibly an adornment at graduation - TBD).

\*\*Mentors do not provide personal tutoring to mentees\*\*

Responsibilities of the Mentee:

* Clearly communicate your questions, needs, and concerns to your mentor.
* Create goals with milestones.
* Accept constructive feedback.
* Contact mentor by email or phone to provide them with updates and show appreciation.
* Maintain scheduled appointments.
* Complete an evaluation of the effectiveness of the mentorship program & provide suggestions for improvement.
* Consider becoming a mentor during second year of nursing school.

\*Ineffective mentorship pairings are subject to reassignment upon request from

either the mentor or mentee\*