



Expectations for the School of Nursing Mentoring Program

Overview

The UBC Nursing Mentoring Program is an opportunity for Student Mentees to learn about various career pathways and trends from practicing professionals in a wide range of contexts, and to have access to an established registered nurse as they transition out of the student role and into the role of professional. It is also an opportunity for Alumni Mentors to develop their coaching skills, offer relevant perspectives on nursing practice experiences, and learn from current students and soon-to-be new professionals.

The focus of the UBC Nursing Mentoring program is the final term of the student's program and the initial months of entry into practice, generally a "transitional year" beginning in January prior to spring graduation and continuing (if both remain interested) throughout that calendar year.

In order to ensure that all participants are getting the most out of their experience in the program, we expect all participants to commit to a set of general shared expectations, outlined below. At the same time, we anticipate that different mentorship relationships will evolve in different ways, just as professional networking changes of the course of every nurse's career. Some mentors and mentees will meet on occasion for coffee, others may have a phone call from time to time, and others may find an ongoing email "conversation" is a great way to stay connected.

Student Mentee Expectations

- Connect with your Alumni Mentor at least once prior to beginning your preceptorship experience (mid February).
- Seek out opportunities to learn from your Alumni Mentor.
- Be respectful in asking for time with your Alumni Mentor. You are both busy people!
- Arrive promptly at all meetings, prepared with questions and topics for discussion.
- Offer perspectives about your own academic experiences and interests in career paths.
- Maintain trust and confidentiality in the mentoring relationship at all times
- Professional conduct will be maintained at all times throughout the mentoring relationship.
- Provide your Alumni Mentor with regular updates on your progress through program completion and over the first few months of practice.
- If you no longer feel that the mentorship relationship is fulfilling a need, ensure that you have terminated the relationship with the Alumni Mentor and communicated your gratitude for his or her time and expertise.
- If the mentorship relationship is not working out as intended, ensure that you notify the mentorship program coordinators as soon as possible in the event that another mentor is available.
- Complete the feedback survey to provide ongoing guidance for improving UBC Nursing's Mentoring program.

Alumni Mentor Expectations

- Respond to your Student Mentee requests to communicate in a timely manner (eg within a week or two of initial communication).
- Establish clear guidelines with respect to frequency of contact, and how to reach out to schedule interactions.
- Support student through the program completion and transition to practice process through communication and coaching as needed.
- Maintain trust and confidentiality in the mentoring relationship at all times.
- Professional conduct will be maintained at all times throughout the mentoring relationship.
- If for any reason you need to terminate the mentorship relationship prior to the end of the student's transitional year, ensure that the Student Mentee has resources in place for ongoing professional support.
- Complete the feedback survey to provide ongoing guidance for improving UBC Nursing's Mentoring program.