Dear Chief Nursing Officer:

We are inviting you to apply to be a research site for a 1-year mentoring intervention study. Apply beginning December 20, 2013 to be considered as a site for this project “The Mentoring Difference: An Evidence-Based Approach to Mentoring Nurses.” Designed to support hospitals awareness, integration and utilization of evidence-based mentoring practices in the healthcare workforce, this project will build mentoring champion dyad teams. The project includes a 2-day mentoring certificate course for the dyad pairs to immerse them in the curriculum for evidence-based mentoring. The process will be supported with baseline and post-program e-mentoring assessments, facilitated quarterly virtual site visits, and on-going coaching by a NMI mentoring facilitator. Expert NMI mentoring facilitators will assist mentoring champion dyads in applying evidence-based mentoring practices to the development of unit-based, service line-based, department-based, or organization-wide mentoring initiatives.

Organizations selected to participate agree to serve as sites for a 1-year mentoring intervention research study. The program curriculum and metrics are based on mentoring research and aligned with the Magnet® Model Components (Jakubik, L.D., Eliades, A., Gavriloff, C., & Weese, M., 2011). Mentoring champion dyads are strongly encouraged to work with their nursing leadership to identify their strategic area of focus (unit, service-line, department, or organization) for this project. Sites will be acknowledged in presentations and publications.

Champions are as “Opinion leaders that act as gate keepers for interventions, help change social norms, and accelerate behavioral change” (Valente, T., 2007. p. 881). This project utilizes an administrator/educator dyad to facilitate the interventions that need to be in place to support evidence-based mentoring in nursing practice.

For the purposes of this opportunity mentoring champion dyads are expected to provide leadership at their hospital and more broadly in the nursing profession as leadership opportunities arise to:

- Share expertise throughout their hospital to facilitate policy changes and education about the value of mentoring and the specific evidence-based mentoring practices and mentoring benefits that are supported by this project’s curriculum. Dyads will do this in the following ways:
  - Conducting a gap analysis to determine the current mentoring practices and benefits and identify goals
  - Teaching colleagues to incorporate mentoring practices into policy, education, and practice in order to reap evidence-based mentoring benefits
  - Consulting with individual leadership and staff to provide assistance in incorporating mentoring practices into policy, education, and practice
  - Integrating educational interventions to address mentoring knowledge deficits
  - Serving as a hospital-wide resource for mentoring
  - Determining opportunities to accelerate the change process to culturally embed evidence-based mentoring

Mentoring champion dyads must be willing an able to:

- Commit to a year long process of education, support, networking, and follow-up for the purposes of embedding, supporting, and evaluating mentoring practices to build mentoring culture among staff nurses in their workplace.
- Complete an e-mentoring assessment to provide dyad and organizational demographic information related to mentoring (completed by the dyad together.) This e-mentoring assessment will also be repeated at the end of the year long mentoring intervention program.
- Identify a strategic area of focus (unit, service-line, department, or organization) for the year long project. (Mentoring champion dyads are strongly encouraged to work with their nursing leadership to identify their strategic area of focus).
- Mentoring Practice Inventory (MPI) and Mentoring Benefits Inventory (MBI) survey to be completed online by the nurses from the strategic area of focus (unit, service-line, department, or organization). NMI will provide the link for the survey to be sent out by the mentoring champion dyad team.
- Attend a live mentoring certificate course on May 15 & 16, 2014 in Atlantic City, NJ
- Create a Site Action Plan and provide quarterly updates on status of policy, education, and practice initiatives that include mentoring. We expect that the time involved will vary based on the dyad selected initiatives outlined in the Action Plan.
- Participate in regular conference calls (every 1 – 3 months) for education, updates, networking, and support
- Participate in a virtual 1-year follow up (Realization) meeting
- Complete an overall mentoring champion program evaluation at the end of the program

Where making a difference, makes a difference
Enrollment Includes:

- Live mentoring certificate course 5/15&16/14: course materials, breakfast and lunch (both days), networking reception
- 2 Nights Hotel Room at Golden Nugget Hotel (double bed room for dyad to share)
- 4 $30-dinner coupons (2 for each member of the Dyad) for use at any Golden Nugget Hotel restaurant (5/14&15/14)
- Baseline e-mentoring assessment of the ‘mentoring champion dyad’s’ identified area of focus (unit, service-line, department, organization)
- Quarterly ‘virtual site visits’ facilitated by NMI mentoring facilitator to evaluate progress
- Quarterly phone and/or web-based mentoring support and education

Fees: $3000 for the ‘mentoring champion dyad’ to attend the required mentoring certificate program. This is a competitive application for a limited number of study sites. The live certificate course is an ‘all-inclusive’ event. However, travel costs for the dyad to attend the mentoring certificate course are the responsibility of the participating hospital. There is no fee to participate in the year-long research study. Once accepted, the dyad members and CNO will be asked to complete a site agreement and submit the fees payment to confirm participation in the project and registration of both dyad members at the live course.

Selection:
Fifteen hospitals will be selected to participate in this project. There are no known risks for your participation. Enrollment is competitive. Applications will be reviewed and accepted on a rolling basis, so timely application is recommended. An advisory group of experts selected for this project will assess and score applications according to preset criteria.

Applications will be available on December 20, 2013 and are due by February 14, 2014. To access the application please visit [www.RNmentoringinstitute.com](http://www.RNmentoringinstitute.com) and click on the icon ‘mentoring certificate course’. Applicants will be notified of the outcome of their applications on a rolling basis with final notification not later than March 3, 2014. The application includes: application form; letter of support from the CNO or designee; and CV or resume from each member of the dyad.

Please do not hesitate to contact us if you have additional questions about this opportunity.

Louise D. Jakubik, PhD, RN-BC

Louise@nursebuilders.net

Aris Eliades, PhD, RN, CNS

Akar Children’s Hospital
Akron, OH
Institute Associate Director and Director of Nursing Research
Rebecca D. Considine Research Institute
aeliades@chmca.org
