

Nurse Mentorship Programs

Cohorts Begin September 2022

RN to BSN | Starts: September 15, 2022, 0800-0900

Supports **ADN and Diploma nurses** interested or enrolled in a BSN program while working as a nurse

- Focuses on work/life management, peer support, and strategies to be successful
- 6-month commitment, which includes two group events and monthly mentee/mentor meetings that you independently schedule together

Program Lead: Mesha Jones, CN 4 Hyperbaric Medicine

Clinician 1 Transition to Practice | Starts: September 14, 2022, 0800-0900

Supports **new graduate nurses at their 8th month of hire** (approx.) as they move into their second year of nursing

- Focuses on professional development, work/life balance, tough conversations, resilience, navigating schedules, and finding their voice
- 6-month commitment, which includes two group events and monthly mentee/mentor meetings that you independently schedule together

Program Lead: Ronni Rothwell, NPDS, Nurse Residency Coordinator

Night Shift Clinician Leaders | Starts: January 25, 2023, 1800-1850 (meets 4th Wednesdays)

Supports **night shift nurses** to grow in their leadership skills and involvement in Shared Governance

- Focuses on professional development, work/life balance, engagement, career ladder advancement assessment, and networking with formal and informal leaders
- 6-month commitment, which includes monthly group events and monthly mentee/mentor meetings that you independently schedule together

Program Lead: LaShanda Baker, CN 3 PACU

NEW! Experienced Clinical Nurses | Starts: September 21, 2022, 0800-0900

Supports **experienced clinical nurses** to network with colleagues and leverage resources to meet their professional goals as a UVA Nurse

- Focuses on goal setting, wellbeing, leading change, advocacy and inclusion, leading change, using the literature and quality metrics
- 6-month commitment, which includes two group events and monthly mentee/mentor meetings that you independently schedule together

Program Leads: Will be announced closer to the kick-off date

Nursing Retention Program

Formal Nurse Leaders | Starts: September 19, 2022, 1200-1300

Provides **Assistant Nurse Managers and Nurse Managers** peer support as a new UVA formal leader

- Focuses on increasing confidence in strategic planning, team engagement, professional networking, leader resilience, and finance/budgets
- 6-month commitment, which includes two group events and monthly mentee/mentor meetings that you independently schedule together

Program Lead: Michele Maddox, Nurse Manager, Thoracic Transplant and Clinic Operations

Advanced Practice Providers | Next Cohort: January 2023

Provides opportunity to build relationships with peers and experience support as APPs grow in their practice and professional role.

- Focuses on professional networking, resilience, professional confidence, and work/life balance
- 6-month commitment, which includes two group events and monthly mentee/mentor meetings that you independently schedule together

Program Leads: Katy Morgan NP Urology, Jessica McAllister-Kassay NP Med Onc, and Evan Turnbull PA Neuro Onc

How the Mentorship Programs Work

Signing Up:

- Mentees and Mentors sign up via the survey for their program of choice
- Bios of each mentor are created and mentees select their top choices to be their mentor
- Program Leads create Mentee/Mentor pairs and send information/invitations to group events

Mentees & Mentors:

- Participate in the program kick-off meeting and wrap-up session!
- Connect monthly as a pair via a variety of ways – walks, coffee, dinner, virtual, etc.
- Actively participate in group events - please partner with your leadership for scheduling support
- Mentees drive the partnership to help meet individual needs and areas of desired support

Two tailored professional development opportunities are offered each year for Mentees and Mentors! These topics may include: Emotional Intelligence, communication skills, change management and Mindfulness/Resilience. Contact hours provided!

Sign up to be a Mentee or a Mentor by July 25!

For more information and to complete the survey, go to:

www.uvapnso.org/intranet/retention/mentorship-programs

Questions? Email lmk6f@virginia.edu or AVH4X@virginia.edu

