E-Mentoring Program for Graduate and Undergraduate Nursing Students: Outline of Program Modules and Pre and Post Survey Templates

Introduction

Many new graduate nurses face difficulties in their transition to professional practice. To help mitigate these difficulties, socialization through social supports and mentoring are critical to facilitate entry to practice (Robbio, 2018) and may be realized through opportunities for empathetic, authentic, and relational mentoring to address ongoing issues, such as isolation and a lack of social connectivity and mental wellbeing, faced by nursing students (Cengiz et al., 2021). Traditional in-person mentoring may encounter barriers, such as unsupportive work environments, lack of mentor access, heavy workloads and location and distance constraints. To address these limitations, an e-mentoring program for nursing students by nursing students was developed as a viable transitional strategy.

This document provides individuals with access to the following openly licensed components from York University's E-Mentoring Program: Partnering Graduate Nursing Students and Undergraduate Nursing Students:

- A list of the modules in the fully online program
- Access to the survey instruments that were developed and administered to e-mentees and e-mentors prior to the program and at the completion of the program

Cengiz, Z., Gurdap, Z., & Işik, K. (2021). Challenges experienced by nursing students during the COVID-19 pandemic. Perspectives in Psychiatric Care, 58(1), 47-53. https://doi.org/10.1111%2Fppc.12923

Robbio, R. M. (2018). E-mentoring as a socialization strategy for new graduate nurse role transition and workplace adjustment. (Publication No. 10743159). [Doctoral dissertation, University of Toronto]. ProQuest Dissertations Publishing.

Mentoring Program Overview

The E-Mentoring Program aimed to have e-mentors and e-mentees establish a one-to-one online mentoring relationship offering psychosocial support, opportunities for professional networking and career support. Key program components, including establishing meaningful connections virtually and offering additional resources and modules, were developed within a learning management system, built on best practices in eLearning. The establishment of a more structured opportunity for e-mentoring served to explore professional learning and development within a social context where much of nursing education already occurs (Garrett, 2020).

Garrett, B. (2020). Learning theory: Considerations for nurse educators. In Page-Cutrara, K., & Bradley, P. (Eds.). The role of the nurse educator in Canada (pp. 35-63). Canadian Association of Schools of Nursing.

Section 1: Outline of Program Module Topics and Content

The project team created six evidence-based modules to support e-mentees in the following areas:

- **Module One: Introduction and Goal Setting:** In this module, e-mentees and e-mentors are provided with an overview of the program. E-mentees are encouraged to work with their e-mentor on goal setting.
- **Module Two: Interpersonal Communication:** In this module, e-mentees learn about the importance of interpersonal communication, as well as listening styles.

- **Module Three: Study Tips:** This module provides e-mentees with resources on adult learning theory and effective study habits.
- **Module Four: Time Management:** This module covers time management principles and information on how to manage time more effectively.
- **Module Five: Constructive Feedback and Conflict Management:** In this module, e-mentees review resources on giving and receiving constructive feedback and managing conflict effectively.
- **Module Six: Career Advice and Debriefing:** The final module provides e-mentees with resources on the National Council Licensure Examination for Registered Nurses (NCLEX) exam and writing cover letters and resumes. It also covers building resiliency in the career journey.

Section 2: E-Mentoring Program for Graduate and Undergraduate Nursing Students

2.2. Pre-Program Surveys

2.2.1. E-Mentee Pre-Program Survey

Introduction: The following pre-program survey (Includes Sections A, B, and C) was administered to the e-mentee program participants before they started the program. The surveys were delivered via the online platform, Survey Monkey.

2.2.1. SECTION A:
Please enter your study ID number_____

Please confirm your study ID number_____

A bit about you…

Please answer the questions below. Questions marked with an asterisk * are optional.

1. What is your age?

2. What gender do you identify as? *

      a. Female.   b. Male   c. Other   d. Prefer not to answer

3) How would you rate your overall academic achievement in the past year?

a) A

b) B

c) C

d) D

4. Do you currently work?

      a. YES
      b. NO

5. If you currently work, what is your employment status?

      a. Full-time

      b. Part-time

      c. Casual

      d. Not applicable

6. Do you currently work in nursing (example RPN or PSW)?

      a. YES
      b. NO

7. If you currently work in nursing, what is your role?
      a) RPN
      b) PSW
      c) Unit Clerk
      d) Please specify_____

8. If you currently work in nursing, what is your employment status?

      a. Full-time

      b. Part-time

      c. Casual

      d. Not applicable

9. A mentor is an experienced and trusted adviser: Have you ever had a mentor?

a. YES

b. NO

10. If you have had a mentor in the past, did you enjoy your mentorship experience?

a. YES

b. NO

10 (i) In a few words, please describe why you did or didn't enjoy your mentorship experience.
_____

11. Have you ever had an e-mentor (an online mentor)?

a. YES

b. NO

12. If you have had an e-mentor in the past, did you enjoy your online mentorship experience?

a. YES

b. NO

12 (i) In a few words, please describe why you did or didn't enjoy your online mentorship experience.

_____

13. What type of nursing would you like to work in? <u>Select all that apply.</u>

a. Medicine

b. Surgical

c. Emergency

d. ICU/CCU

e. Maternity

f. Pediatrics

g. Mental Health

h. Neonatal

i. Community

j. Public Health

k. Education

l. Please specify _____

2.2.1. SECTION B: The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS)

Introduction: Our original survey included The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS) which was used to evaluate study participant mental well-being (Shah et al., 2021; Tennant et al., 2007). The SWEMWBS is not available under a Creative Commons licence and therefore is not included in this document. This survey instrument can be accessed online via one of the below references:

Shah, N., Cader, M., Andrews, B. *et al.* Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS): performance in a clinical sample in relation to PHQ-9 and GAD-7. *Health Qual Life Outcomes* 19, 260 (2021). https://doi.org/10.1186/s12955-021-01882-x

Tennant, R., Hiller, L., Fishwick, R., Platt, S., Joseph, S., Weich, S., Parkinson, J., Secker, J., & Stewart-Brown, S. (2007). The Warwick-Edinburgh mental well-being scale (WEMWBS): Development and UK validation. *Health and Quality of Life Outcomes*, *5*(1), 63. https://doi.org/10.1186/1477-7525-5-63

After the students completed the SWEMWBS, they were also asked to complete the following question:

- If you would like to provide feedback on your selections above – please do.
  _____
  _____

2.2.1. SECTION C:

Below are some additional statements about your feelings and thoughts. Please choose the box which best describes your experience of each over the last 2 weeks.

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
1. I feel that I'm a person of worth, at least on an equal plane with others.	1	2	3	4	5
2. I take a positive attitude toward myself.	1	2	3	4	5
3. I feel I use my time effectively	1	2	3	4	5
4. I keep up to date on my reading and homework assignments	1	2	3	4	5
5. I plan time to relax and be with friends in my weekly schedule	1	2	3	4	5
6. I use active listening skills to understand what is important to people.	1	2	3	4	5
7. I respect others' opinions and beliefs, even when I disagree.	1	2	3	4	5
8. I try to see conflicts from both sides.	1	2	3	4	5
9. I explore issues with others to find solutions that meet everyone's needs	1	2	3	4	5
10. I rate myself as an effective Team Player	1	2	3	4	5

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
11. I have effective interpersonal communication skills	1	2	3	4	5
12. I feel good about my academic progress	1	2	3	4	5

If you would like to provide feedback on your selections above – please do.

_____
_____

What are the usual causes of stress in your life? Select all that apply.

   a. Academic

   b. Financial

   c. Relationships

   d. Work

   e. Health

   f. Time management

   g. Career Planning

   h. Other: Please elaborate if possible _____

Please provide your feedback on your selections above:

_____
_____

Thank you very much for completing this Pre-Program Survey!

2.2.2. E-mentee Post-Program Survey

Introduction: The following post-program survey (Includes Sections A, B, and C) were administered to the e-mentee program participants after they completed the program. The surveys were delivered via the online platform, Survey Monkey.

2.2.2. SECTION A:
Please enter your study ID number_____

Please confirm your study ID number_____

2.2.2. SECTION B: The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS)
Introduction: The original survey included the SWEMWBS. The SWEMWBS is not available under a Creative Commons licence and therefore is not include in this document. This survey instrument can be accessed online via one of the below references:

Shah, N., Cader, M., Andrews, B. *et al.* Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS): performance in a clinical sample in relation to PHQ-9 and GAD-7. *Health Qual Life Outcomes* 19, 260 (2021). https://doi.org/10.1186/s12955-021-01882-x

Tennant, R., Hiller, L., Fishwick, R., Platt, S., Joseph, S., Weich, S., Parkinson, J., Secker, J., & Stewart-Brown, S. (2007). The Warwick-Edinburgh mental well-being scale (WEMWBS): Development and UK validation. *Health and Quality of Life Outcomes*, *5*(1), 63. https://doi.org/10.1186/1477-7525-5-63

After the students completed the SWEMWBS, they were also asked to complete the following question:

If you would like to provide feedback on your selections above – please do.
_____
_____

2.2.2. SECTION C:
Below are some additional statements about your feelings and thoughts. Please choose the box which best describes your experience of each over the last 2 weeks.

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
1. I feel that I'm a person of worth, at least on an equal plane with others.	1	2	3	4	5

9

	1	2	3	4	5
2. I take a positive attitude toward myself.	1	2	3	4	5
3. I feel I use my time effectively	1	2	3	4	5
4. I keep up to date on my reading and homework assignments	1	2	3	4	5
5. I plan time to relax and be with friends in my weekly schedule	1	2	3	4	5
6. I use active listening skills to understand what is important to people.	1	2	3	4	5
7. I respect others' opinions and beliefs, even when I disagree.	1	2	3	4	5
8. I try to see conflicts from both sides.	1	2	3	4	5
9. I explore issues with others to find solutions that meet everyone's needs	1	2	3	4	5
10. I rate myself as an effective Team Player	1	2	3	4	5
11. I have effective interpersonal communication skills	1	2	3	4	5
12. I feel good about my academic progress	1	2	3	4	5

If you would like to provide feedback on your selections above – please do.

_____

_____

13. What are the usual causes of stress in your life? <u>Select all that apply</u>.

a. Academic

b. Financial

c. Relationships

d. Work

e. Health

f. Time management

g. Career Planning

h. Other: Please elaborate if possible _____

If you would like to provide feedback on your selections above – please do.

_____
_____

Thank you very much for completing this Post-Program Survey!

2.2.3. E-mentee Satisfaction Survey

Introduction: The following e-mentee satisfaction survey (Includes Sections A, B, and C) was administered to the e-mentee program participants when they completed the program. The surveys were delivered via the online platform, Survey Monkey.

2.2.3. SECTION A:
Please enter your study ID number_____

Please confirm your study ID number_____

2.2.3. SECTION B: Mentoring Functions Questionnaire (MFQ-9)
Introduction: The Mentoring Functions Questionnaire (MFQ-9, Castro et al., 2004) is based on Kram's (1988) groundbreaking research exploring the dimensions of mentoring provided by mentors for career and psychosocial functions. The MFQ-9 is not available under a Creative Commons licence and therefore is not included in this document. This instrument can be accessed online via the below reference:

Castro, S. L., Scandur, T., A., & Williams, E. A. (2004). *Validity of Scandura and Ragins' (1993) multidimensional mentoring measure: An evaluation and refinement* [Paper presentation]. Southern Management Association Meetings, San Antonio, Texas, 2004. https://scholarship.miami.edu/esploro/outputs/conferencePaper/Validity-of-Scandura-and-Ragins-1993/991031447440002976

Kram, K. E. (1988). Mentoring at work: Developmental relationships in organizational life. University Press of America.

After the students completed the MFQ-9, they were also asked to complete the following question:

If you would like to provide feedback on your selections above – please do:

_____

_____

2.2.3. SECTION C: The Munich Evaluation of Mentoring Questionnaire (MEMeQ)

Introduction: The Munich-Evaluation-of-Mentoring-Questionnaire was used to evaluate e-mentee satisfaction with the mentoring relationship (Schäfer, 2015). This survey instrument can be accessed online via the below reference:

Schäfer, M., Pander, T., Pinilla, S., Fischer, M. R., von der Borch, P., & Dimitriadis, K. (2015). The Munich-Evaluation-of-Mentoring-Questionnaire (MEMeQ)–a novel instrument for evaluating protégés' satisfaction with mentoring relationships in medical education. *BMC Medical Education, 15*(1), 201. https://doi.org/10.1186/s12909-015-0469-0

After the students completed the MEMeQ, they were also asked to complete the following question:

If you would like to provide feedback on your selections above – please do:

_____

_____

2.2.3. SECTION D: Additional Program Satisfaction Questions

1. What are three most memorable things you learned from your E-mentor?

    a. _____
    b. _____
    c. _____

2. What forms of communication did you use to communicate with your E-mentor? *Select all that apply.*

    a. Email
    b. In person Face-to-face
    c. Text/phone
    d. Zoom/teams
    e. Other: Please specify_____

3. What was your main method of communication?

    a. Email
    b. In person Face-to-face
    c. Text/phone
    d. Zoom/teams
    e. Other: Please specify_____

4. Did your main method of communication work for you?
    a. Yes
    b. If yes, please elaborate if possible_____
    c. No
    d. If no, please elaborate if possible

        _____

5. In your opinion, will you keep in touch with your mentor?

    a. Yes

    b. No

6. What was the <u>most</u> valuable aspect of the mentoring program?

_____

7. What was the <u>least</u> valuable aspect of the mentoring program?

_____

8. As a reminder the Program Modules were:
   - Module 1: Introductions/ Roles/Goal Setting
   - Module 2: Interpersonal Communication
   - Module 3: Study Tips
   - Module 4: Time Management
   - Module 5 Constructive Feedback and Conflict Management
   - Module 6 Career Advice & Debriefing

   8a. What topics would you suggest adding to the Program Modules?

   8b. What topics would you suggest removing to the Program Modules?

Thank you very much for completing this Program Satisfaction Survey! Your feedback will inform future E-mentoring Program Initiatives in the Nursing Profession.

2.2.4. E-mentor Pre-Program Survey

Introduction: The following pre-program survey (Includes Sections A, B, and C) was administered to the e-mentor program participants before they started the program. The surveys were delivered via the online platform, Survey Monkey.

2.2.4. SECTION A:
Please enter your study ID number_____

Please confirm your study ID number_____

A bit about you…

Please answer the questions below. Questions marked with an asterisk * are optional.

1. What is your age?

2. What gender do you identify as? *

      a. Female   b. Male   c. Other   d. Prefer not to answer

3. Do you currently work in nursing?

      a. YES

      b. NO

4. How long have you been employed as a registered nurse?

      ___ Year(s) ___ Months

5. If you currently work in nursing, what is your employment status?

      a. Full-time

      b. Part-time

      c. Casual

      d. Not applicable

6. If you currently work in nursing, do you have multiple employers in nursing?

      a. YES

      b. NO

7. What type of unit/area do you mostly work in?

      a.   Medicine

      b.   Surgical

      c.   Emergency

      d.   ICU/CCU

      e.   Maternity

      f.   Pediatrics

g. Mental Health

h. Neonatal

i. Community

j. Public Health

k. Education

l. Other: Please specify _____

8. A mentor is an experienced and trusted adviser: Have you ever had a mentor?

a. YES

b. NO

9a. If you have had a mentor in the past, did you enjoy your mentorship experience?

a. YES

b. NO

9b. In a few words, please describe why you did or didn't enjoy your mentorship experience.

10. Have you ever had an e-mentor (an online mentor)?

a. YES

b. NO

11. If you have had an e-mentor in the past, did you enjoy your e-mentorship experience?

a. YES

b. NO

11a. in a few words, please describe why you did or didn't enjoy your e-mentorship experience.

12. Have you ever been a mentor in the past?

a. YES

b. NO

13a. If you have been a mentor in the past, did you enjoy your mentorship experience?

a. YES

b. NO

13b. In a few words, please describe why you did or didn't enjoy your mentorship experience.

14. Have you ever been an e-mentor?

    a. YES

    b. NO

15a. If you have been an e-mentor in the past, did you enjoy your mentorship experience?

    a. YES

    b. NO

15b. In a few words, please describe why you did or didn't enjoy your e-mentorship experience.

2.2.4. SECTION B: The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS)

Introduction: The original survey included the Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS) which was used to evaluate study participant mental well-being (Shah et al., 2021; Tennant et al., 2007). The SWEMWBS is not available under a Creative Commons licence and therefore is not included in this document. This survey instrument can be accessed online via one of the below references:

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Tennant, R., Hiller, L., Fishwick, R., Platt, S., Joseph, S., Weich, S., Parkinson, J., Secker, J., & Stewart-Brown, S. (2007). The Warwick-Edinburgh mental well-being scale (WEMWBS): Development and UK validation. *Health and Quality of Life Outcomes*, *5*(1), 63. https://doi.org/10.1186/1477-7525-5-63

After the students completed the SWEMWBS, they were also asked to complete the following question:

If you would like to provide feedback on your selections above – please do.

_____

_____

2.2.4. SECTION C

Below are some additional statements about feelings and thoughts. Please choose the box which best describes your experience of each over the last 2 weeks.

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
I feel I use my time effectively	1	2	3	4	5
I use active listening skills to understand what is important to people.	1	2	3	4	5
I respect others' opinions and beliefs, even when I disagree.	1	2	3	4	5
I explore issues with others to find solutions that meet everyone's needs	1	2	3	4	5
I bring a positive attitude when interacting with others	1	2	3	4	5
I use active listening skills to understand what is important to people	1	2	3	4	5
I feel confident providing constructive feedback	1	2	3	4	5
I rate myself as an effective Team Player	1	2	3	4	5
I have effective interpersonal communication skills	1	2	3	4	5
I am comfortable giving academic advice	1	2	3	4	5
I am comfortable giving career advice	1	2	3	4	5

If you would like to provide feedback on your selections above – please do.

_____

_____

Thank you very much for completing this Pre-Program Survey!

2.2.5. E-mentor Post-Program Survey

Introduction: The following post-program survey (Includes Sections A, B, and C) was administered to the e-mentor program participants after they completed the program. The surveys were delivered via the online platform, Survey Monkey.

2.2.5. SECTION A:
Please enter your study ID number_____

Please confirm your study ID number_____

2.2.5. SECTION B: The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS)

Introduction: The original survey included The Short Warwick–Edinburgh Mental Well-being Scale (SWEMWBS) which was used to evaluate study participant mental well-being (Shah et al., 2021; Tennant et al., 2007). The SWEMWBS is not available under a Creative Commons licence and therefore is not included in this document. This survey instrument can be accessed online via one of the below references:

Shah, N., Cader, M., Andrews, B. *et al.* Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS): performance in a clinical sample in relation to PHQ-9 and GAD-7. *Health Qual Life Outcomes* 19, 260 (2021). https://doi.org/10.1186/s12955-021-01882-x

Tennant, R., Hiller, L., Fishwick, R., Platt, S., Joseph, S., Weich, S., Parkinson, J., Secker, J., & Stewart-Brown, S. (2007). The Warwick-Edinburgh mental well-being scale (WEMWBS): Development and UK validation. *Health and Quality of Life Outcomes*, *5*(1), 63. https://doi.org/10.1186/1477-7525-5-63

After the students completed the SWEMWBS, they were also asked to complete the following question:

If you would like to provide feedback on your selections above – please do.
_____
_____

2.2.5. SECTION C:

Below are some additional statements about feelings and thoughts. Please choose the box which best describes your experience of each over the last 2 weeks.

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
1. I feel I use my time effectively	1	2	3	4	5
2. I use active listening skills to understand what is important to people.	1	2	3	4	5
3. I respect others' opinions and beliefs, even when I disagree.	1	2	3	4	5
4. I explore issues with others to find solutions that meet everyone's needs	1	2	3	4	5
5. I bring a positive attitude when interacting with others	1	2	3	4	5
6. I use active listening skills to understand what is important to people	1	2	3	4	5
7. I feel confident providing constructive feedback	1	2	3	4	5

8. I rate myself as an effective Team Player	1	2	3	4	5
9. I have effective interpersonal communication skills	1	2	3	4	5
10. I am comfortable giving academic advice	1	2	3	4	5
11. I am comfortable giving career advice	1	2	3	4	5

If you would like to provide feedback on your selections above – please do.

_____
_____

Thank you very much for completing this Post-Program Survey!

2.2.6. E-mentor Program Satisfaction Survey

Introduction: The following program satisfaction survey was administered to the e-mentor program participants after they completed the program. The surveys were delivered via the online platform, Survey Monkey.

Please enter your study ID number_____

Please confirm your study ID number_____

1. Do you feel the program was helpful to you as a mentor?
   a. Yes
        a. If yes, please elaborate if possible_____
   b. No
        a. If no, please elaborate if possible_____

2. Were you able to establish goals with your E-mentee?
   a. Yes
        a. If yes, please elaborate if possible_____

b. No

    a. If no, please elaborate if possible_____

3. Did your mentee achieve the outcomes they hoped to achieve?

    a. Yes

        a. If yes, please elaborate if possible_____

    b. No

        a. If yes, please elaborate if possible_____

4. Please rate your satisfaction with the following:

STATEMENTS	Dissatisfied	Slightly satisfied	Satisfied	Highly satisfied
4a) Mentee's engagement with the program				
4b) Mentee's availability				

5. Please rate the likelihood that you will keep in touch with your e-mentee?

    a. Unlikely

    b. Slightly likely

    c. Likely

    d. Highly likely

6. What are three most memorable things you learned from your E-mentee?

    a. _____

    b. _____

    c. _____

7. What forms of communication did you use to communicate with your E-mentee? <u>Select all that apply.</u>

    a. Email

    b. Face-to-face

    c. Text/phone

d. Zoom/teams

e. Other: Please specify_____

8. What was your main method of communication?

a. Email

b. Face-to-face

c. Text/phone

d. Zoom/teams

e. Other: Please specify_____

9. Did your main method of communication work for you?

a. Yes

b. If yes, please elaborate _____

c. No

d. If no, please elaborate _____

10. Would you have preferred to meet more or less with your E-mentee?

a. More

b. Less

c. Just the right amount

11. What was the <u>most</u> valuable aspect of the mentoring program?

_____

12. What was the <u>least</u> valuable aspect of the mentoring program?

_____

13. As a reminder the Program Modules were:

- Module 1: Introductions/ Roles/Goal Setting
- Module 2: Interpersonal Communication
- Module 3: Study Tips
- Module 4: Time Management
- Module 5 Constructive Feedback and Conflict Management
- Module 6 Career Advice & Debriefing

13a. What topics would you suggest adding to the Program Modules?

13b. What topics would you suggest removing to the Program Modules?

14. Would you participate in this program again or recommend it to a colleague?
    a. Yes
    b. No

Thank you very much for completing this Program Satisfaction Survey! Your feedback will inform future E-mentoring Program Initiatives in the Nursing Profession.