

## Nurse faculty mentoring: Job satisfaction and mentoring of nurse educators in a baccalaureate nursing program

**Debra J. Walker**

Indiana Wesleyan University, USA

The purpose of this study was to analyze the effects of mentoring of nursing faculty and job satisfaction with intent of nursing faculty to stay at their current academic institution. A quantitative, descriptive design was used with a convenience sampling of baccalaureate nursing faculty from three mid-central schools of nursing in the United States. A revision of Fagan's Career Development Questionnaire was distributed via Survey Monkey to professional e-mail addresses of 172 baccalaureate level nursing faculty, both online and onsite, who did not teach in a clinical laboratory or clinical settings. The total number of returned surveys was 54. A result of the study was that a significant amount of participants ( $n=35$ ) responded that they did not have a mentor or special person who took an interest in their teaching career. Participants ( $n=19$ ) who had experience with a mentor continued to answer specific questions regarding their mentoring experiences. Results indicated that participants who had a mentor were likely to remain at their school of nursing for the next year and possibly for the next five years. Participants with a mentor ( $n = 19$ ) reported their mentor did not influence their decision to stay or leave their current position in academia. An almost equal number of participants ( $n = 11$ ) with a mentor reported their mentor influenced their decision to remain in academia as a nurse educator. The results of this study indicated nursing programs that utilized experienced faculty as mentors may have an increase in job satisfaction and retention of nursing faculty in their baccalaureate nursing programs.

### Biography:

I live in Winnsboro, Louisiana, which is located in the Northeast area of Louisiana. I graduated from Cameron University, Lawton, Oklahoma, in 1990 with my ADN, Southwestern Oklahoma State University, Weatherford, Oklahoma, in the first RNBSN weekend program in the Southwest United States, my MSN from the University of Phoenix, in 2005, and my M.Ed from Intercontinental University in 2009. My PhD is from Capella University, Minneapolis, Minnesota. My clinical background of 20 years is Critical Care and Radiology Nursing. I completed my doctoral dissertation, Nurse faculty Mentoring: Job satisfaction and mentoring of nurse educators in a baccalaureate nursing program in October, 2014. I am an Assistant Professor with the School of Nursing, Indiana Wesleyan University, and a mentor for Thomas Edison State University, Trenton, New Jersey, with the School of Nursing, and an adjunct online faculty in Health Care Administration for the University of Phoenix, Phoenix, Arizona.

I have been full-time online nurse educator for the past six years with Indiana Wesleyan University.