



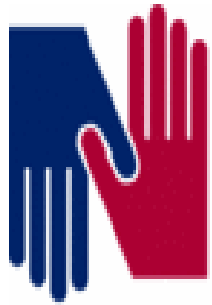
Academy of Nursing, Midwifery  
and Health Visiting Research (UK)

# MENTORSHIP PROGRAMME

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Co-Directors Mentorship Programme  
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# Academy of Nursing, Midwifery and Health Visiting Research (UK)



Royal College  
of Nursing



The Royal College of  
Midwives



CPHVA



unite  
the UNION



Leaders in Nursing



COUNCIL OF  
DEANS OF HEALTH

The voice of the deans and heads of  
UK university faculties for nursing,  
midwifery and the health professions.



The Queen's  
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The Foundation of Nursing Studies  
Developing Practice • Improving Care

The Association of  
UK University Hospitals

service  
research  
teaching



Mental Health Nurse Academics (UK)



## **The Vision and Mission of the Academy**

The Academy wishes to play an active part in maximising research for patient benefit and enhancing the return of the public's investment in health related research.

The prime concern of the Academy is:

*'to be an expert collaborative voice for all aspects of research involving nursing, midwifery and health visiting in the United Kingdom, including policy development and its implementation and evaluation through negotiation and dialogue with other key stakeholders.'*



# Workstreams

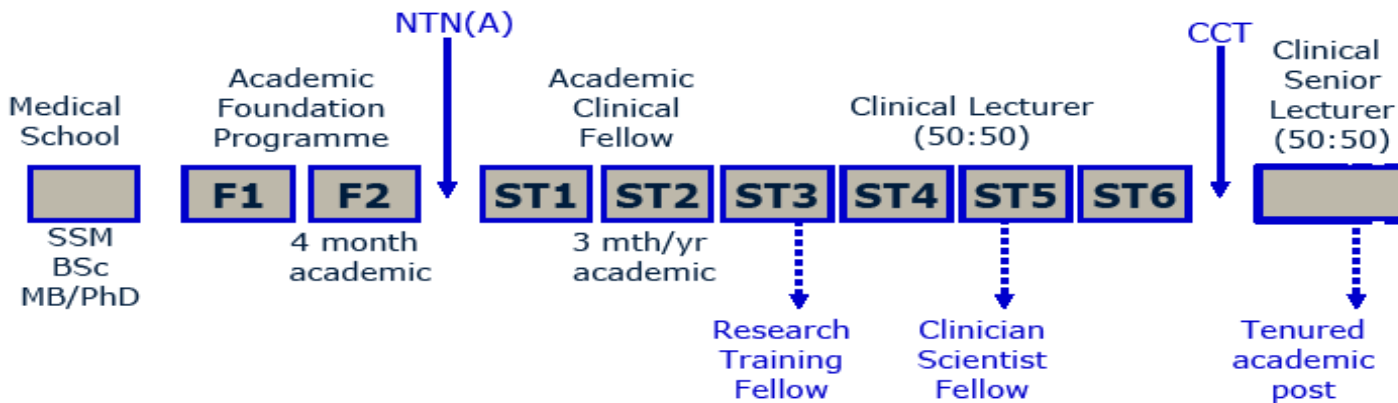
- Mentorship
- Service and research agenda building
- Research leadership and 'grantsmanship'
- Partnerships with industry
- Research into, and with, education



# Background

## The medical model

### Support along the Integrated Academic Training Pathway



**Academy schemes:**  
Visiting Lecturer scheme  
Clinical Champions scheme

Buddy groups

1-2-1 mentoring

← Regional outreach events and [www.academicmedicine.ac.uk](http://www.academicmedicine.ac.uk) →



# Lessons from Medicine

- **Beneficial effect of mentoring on:**
  - academic productivity and success
  - motivating mentees to pursue research career
- **Those who have mentor more likely to:**
  - allocate time to research
  - more publications and grants
- **Lack of mentorship a specific barrier to:**
  - Completing projects and publications

*Source: Sambunjak JAMA 2006 Systematic review of mentoring in academic medicine*



# Background

## Clinical Academic Careers

- CAT Implementation Scheme (England)
- CARC Short life Working Group (Scotland)
- Contact Dr Nicola Armstrong (NI)
- NISCHR and WORD (Wales)



# The Gap

- Individuals outside schemes and research active environments
- Close to completing a PhD or Postdoctoral (within 5 years of PhD)
- Isolated not sure where to go
- Perhaps grown out of existing support structures



# Aims of the Scheme

- To establish a **sustainable** programme in an environment of economic pressure
- To help NMHVs who are **navigating** new territory
- To **identify NMHV research leaders** of the future
- To engage NMHV Researchers to **influence** the wider health research agenda
- To produce **evidence** of influence /impact on research and practice



# Mentorship

The scheme is underpinned by a set of values that views mentorship as:

- a process
- a relationship
- and a safe space



# Skills of Mentors

- Being able to gift mentorship and make space and time
- Like people / interested in people
- Listening, questioning, empathy, wisdom, passion, compassion, tenacity
- Risk taking, openness, willing to do high challenge and high support; offer criticality, guidance
- Networking, signposting, contacts, friends
- Models and theoretical understanding
- Able to fail and to recognise it



# The Scheme

## - Mentors

- Recruited and self nominated
- Cover much of the UK
- Undergone preparation for the role
- Willing to mentor 2-3 mentees



# Mentees

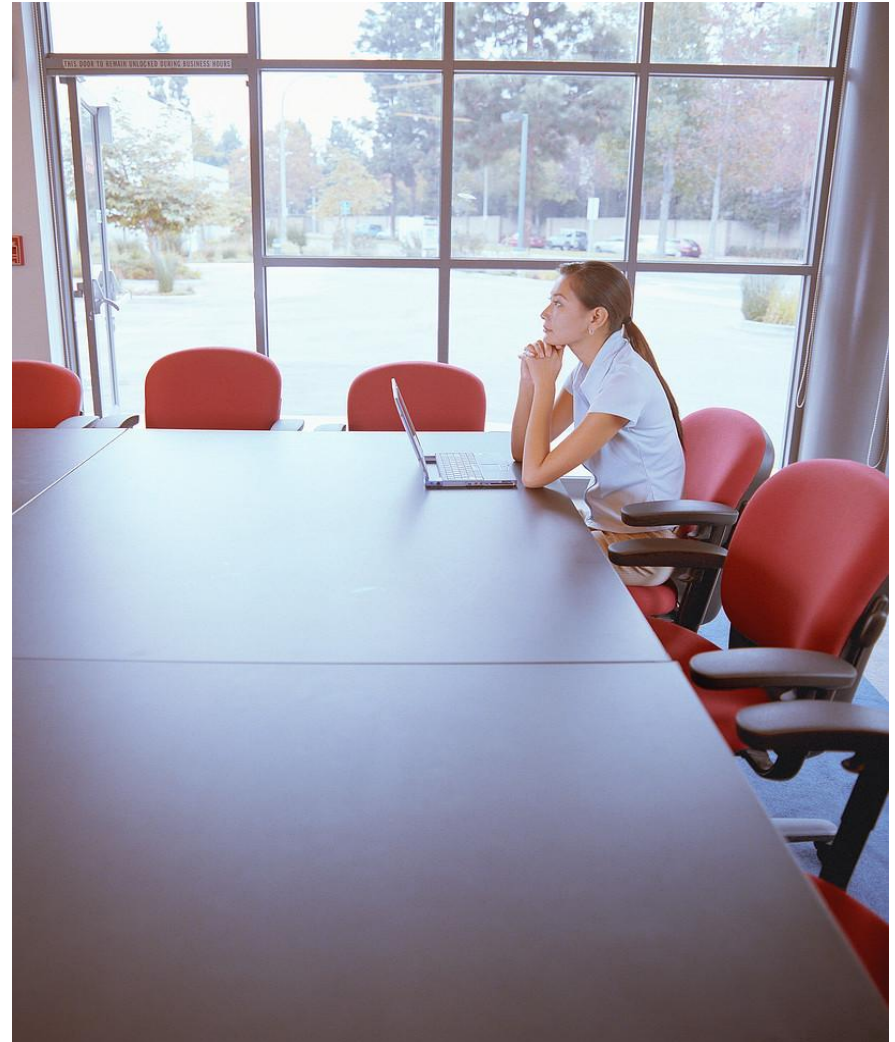
- Self nominated individuals
- We want about 15-30 in the 1<sup>st</sup> instance
- Based in the UK
- Want mentorship
- Willing to be part of an evaluation





# How to apply

- Fill in form on line
- Make selection from Mentor profiles
- Identify any conflicts of interest
- Indicate order of preference
- Submit
- We will put a mentor in touch
- Contract will be time limited





# Evaluation

- Consent
- Profile
- Telephone interviews with Mentors and Mentees after 6 months
- Follow up questionnaire to monitor progress annually for two years



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# Thanks

To all those who have volunteered to be  
Mentors and give a gift of mentorship

and the generosity of

