

Introduction

- Nationwide Nursing Faculty Shortage – vacancy rate 7.2%
- Nursing Faculty Shortage limits student capacity, need for professional RNs continues to grow
- FGCU SON BSN program admissions doubled (2023-2025)
- FGCU MSN Nurse Educator Program increased enrollment
- Essential to identify effective mentoring strategies which positively influence the growth and continuous development of nursing faculty

Aims & Goals

- Enhance retention of newly graduated MSN Nurse Educators
- Enhance Nursing Faculty retention and increase job satisfaction through a New/Novice Nurse Faculty Mentorship Program
- Support FCGU Strategic Plan: Journey to Excellence
- Promote Healthy Work Environments, Professional Generosity, and Collegiality

Review of Literature

- Mentoring programs benefit the mentor, mentee, and the university.
- Mentees benefit from greater career satisfaction, better work-life balance, heightened productivity, and professional development.
- Developing strategies to promote collegiality can include mentoring new faculty.
- Mentoring is recommended to improve satisfaction and retention of new/novice nursing faculty and address the current faculty shortage

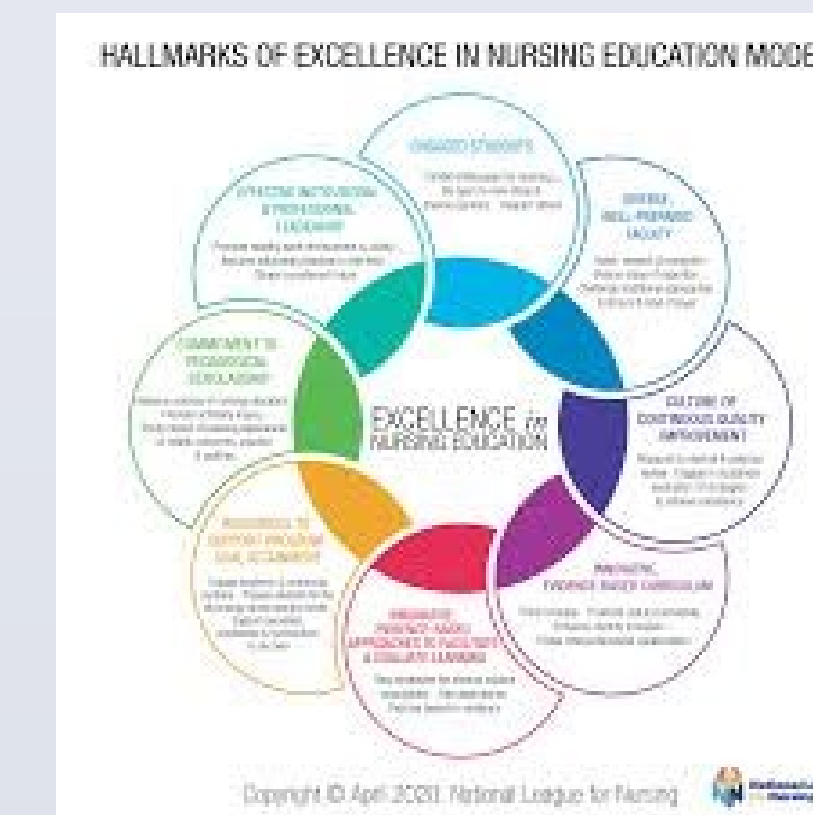
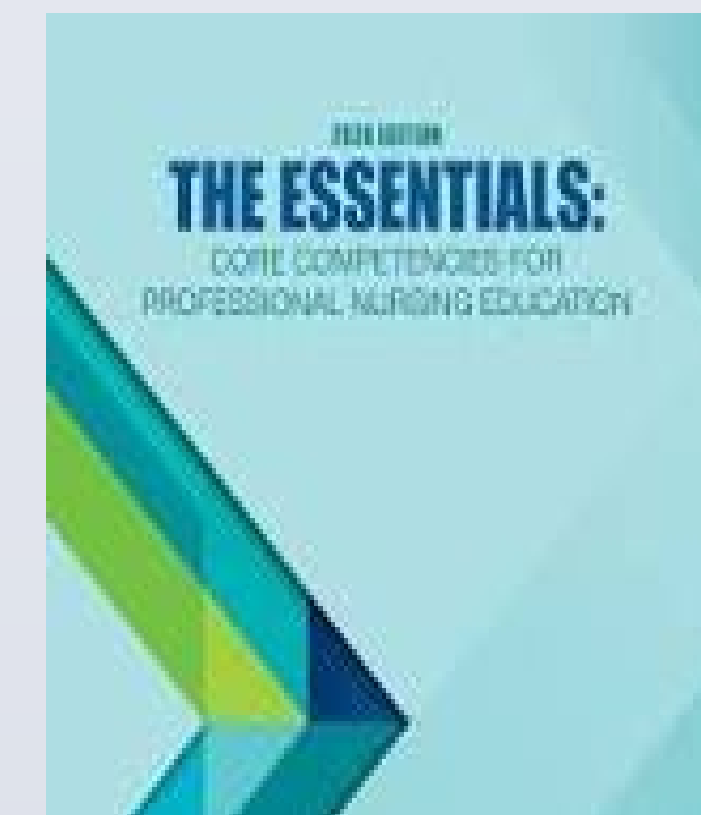
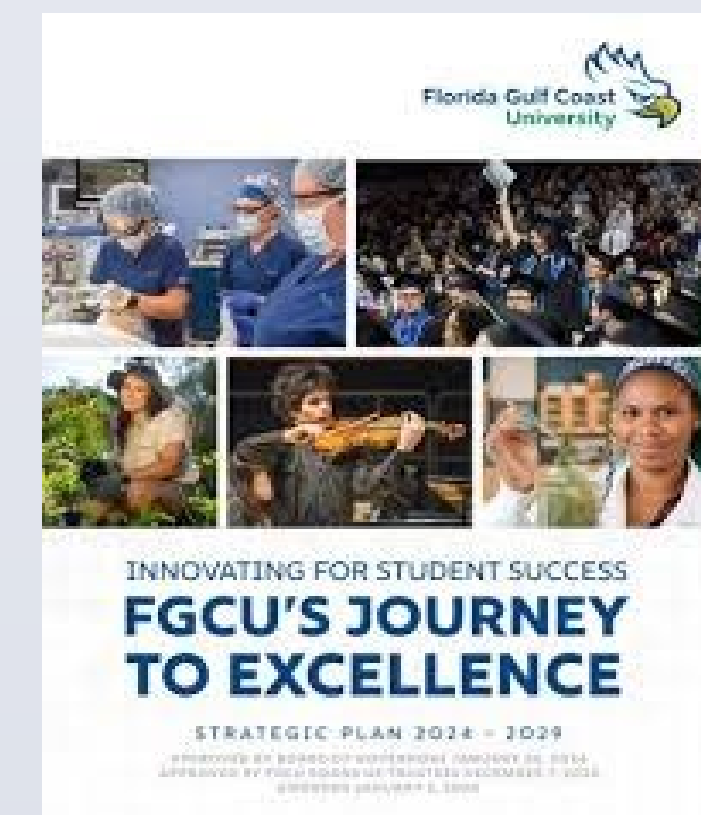
Acknowledgments

- FGCU School of Nursing and Dr. Brenda Hage, Program Director
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- AACN Access, Connection, and Engagement Faculty, Guest Lecturers, and Team

Methodology

- FGCUs Journey to Excellence: Strategic Plan (2024-2029)
- FGCUs Institutional Values
- Curiosity, Collaboration, and Commitment
- AACN The Essentials - Domain 9: Professionalism
- NLN Hallmarks of Excellence in Nursing Education: Hallmark 8 (#8-3)
- Professional Generosity Among Nursing Faculty:
 1. I Feel Valued, 2. Core relationships, 3. Reciprocity, and 4. Growing Our Profession through Connectedness

“Professional Generosity is a personal sense of feeling valued developed through reciprocal core relationships among nurse faculty colleagues. As a result of these experiences of connectedness, a strengthened commitment toward growing the profession of nursing is fostered”



Call to Action

- Share feedback of new MSN Nurse Educator graduates and nursing faculty preceptors with Director and Faculty (2025-2026)
- Meet with SON Director and Nursing Faculty to gain buy in
- Plan Do, Study, Act
- Develop team for New/Novice Nurse Faculty Mentorship Program
- Recruit nursing faculty mentors, educate, expectations, and standards
- Initiate the New/Novice Nurse Faculty Mentorship Program Fall 2027



Evaluation

- Continuous monitoring, data collection, improvement and feedback needed
- Potential research study (Qualitative & Quantitative) evaluating outcomes
- Monitor New/Novice Nurse Faculty Mentoring Program

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New/Novice Nurse Faculty Mentoring Program: Promoting Professional Generosity and Collegiality

Sandra Horvat, EdD, RN, MSN, CPN

Biography

Dr. Sandra Delac Horvat is the MSN Nurse Educator Program Director and an Assistant Professor at Florida Gulf Coast University. She brings more than four decades of nursing experience and over 30 years of academic preparation to her role, reflecting a sustained commitment to excellence in nursing education and practice.

Dr. Horvat began her nursing education at St. Vincent Medical Center School of Nursing, where she earned her diploma in nursing. She continued her academic journey at Saint Peter's College, completing both her RN-to-BSN and her Master of Science in Nursing as a Primary Care Adult Nurse Practitioner. She later earned her Doctor of Education (EdD) in the Executive Program for Nurses from Teachers College, Columbia University, further strengthening her leadership and educational expertise.

Throughout her extensive career, Dr. Horvat has worked in a wide range of clinical settings. Her experience includes medical-surgical nursing, pediatric and adolescent care, nursing management, and case management. She has also contributed significantly to outpatient pediatric ambulatory care and school nursing, providing comprehensive care across diverse patient populations.

In her current academic leadership role, Dr. Horvat is dedicated to preparing future nurse educators and advancing the quality of nursing education. She is passionate about fostering critical thinking, clinical competence, and compassionate care among her students. Her professional focus emphasizes the integration of clinical expertise with educational leadership to support the evolving needs of healthcare and nursing education.

Her research focuses on professional generosity among nursing faculty, with an emphasis on fostering collaborative, supportive academic environments that enhance faculty engagement, mentorship, and student outcomes. This work reflects her broader commitment to strengthening the culture of nursing education and promoting excellence within the profession.

Dr. Horvat's career reflects a lifelong dedication to nursing, marked by a balance of clinical expertise, educational leadership, and scholarly inquiry that continues to impact students, colleagues, and the healthcare community.

Contact Information



Sandra Horvat, EdD, RN, MSN, CPN
MSN Nurse Educator Program Director/Assistant Professor
Florida Gulf Coast University
shorvat@fgcu.edu