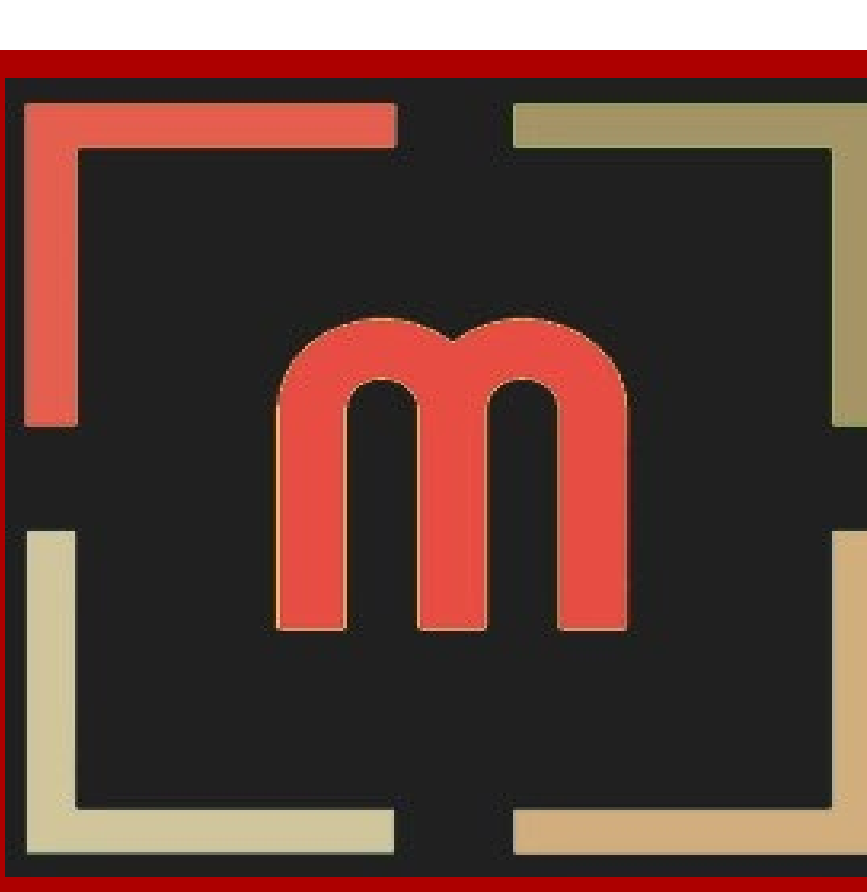# Mentor Me
Strategically Positioning YOU for Success!

Mercy Ngosa Mumba, PhD, RN, CMSRN, FAAN

Background

Othering in academia is an imperative for diversity, equity, and inclusion. Evidence suggests that African Americans and other minority faculty experience discrimination and racism which place them at risk for poor professional and health outcomes.

Specifically, minority faculty are less likely to be promoted, often receive poor merit and student evaluations, and consistently receive higher teaching loads compared to their white counterparts. A review of the literature further indicates that minority faculty often lack access to necessary resources to adequately perform in their positions as well as lack mentorship to aid with the smooth transition to academia.
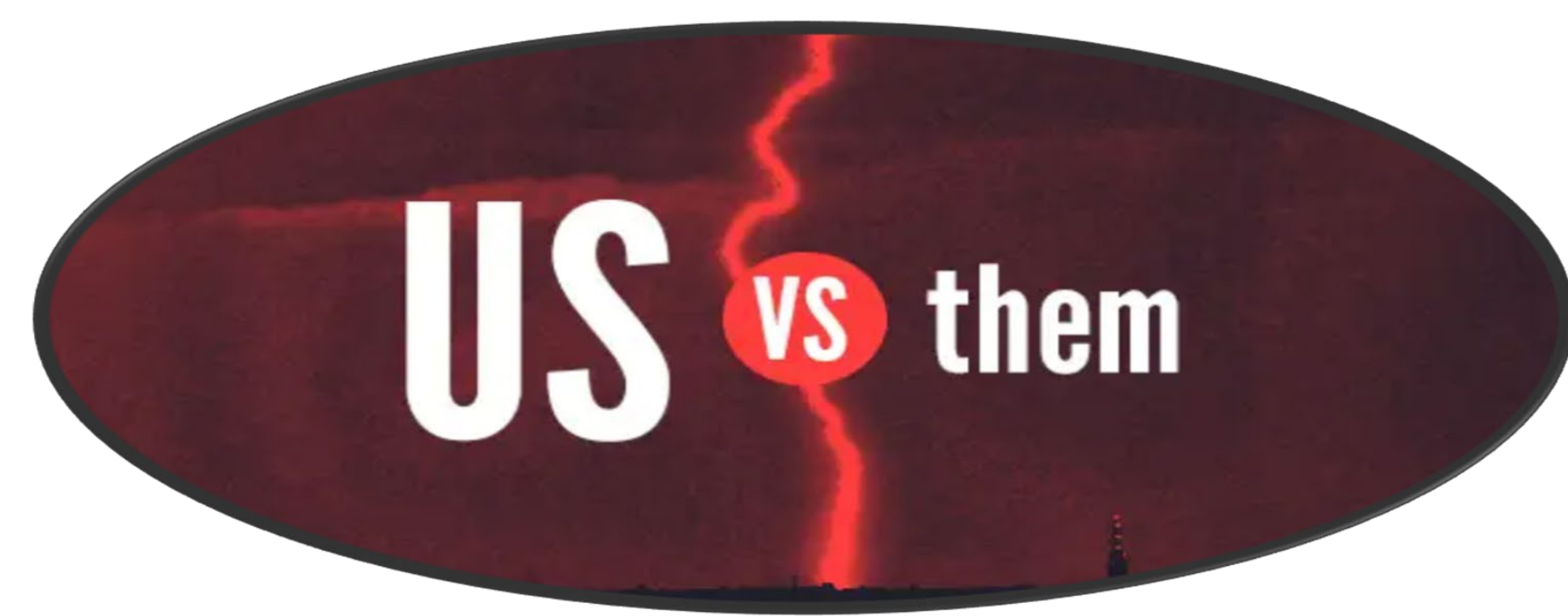
Those on the tenure track experience these inequities at even heightened levels. Therefore, there is a need for systematic, pragmatic, and strategic mentoring of minority faculty, specifically those on tenure track to ensure that they not only survive academia, but rather thrive in academia as they pursue their professional goals.

The Mentor Me Program will be designed with this goal in mind and promises to improve outcomes for minority faculty everywhere.

Mission, Vision, and Values

Mission: To systematically mentor and strategically position early career minority faculty for success.

Vision: To be a global and evidence-based mentorship framework for early career minority faculty.

Core Values: Inclusion; Diversity; Equity; Accessibility; Support (IDEAS).

Preliminary Work and Resource

Implementation Strategy

- Understanding the annual merit evaluation criteria
- Understanding promotion and/or tenure guidelines
- Building strong mentorships, collaborations, and teams
- Developing personal strategic plans and PIP

Capstone College of Nursing

Program Evaluation

We will utilize the **RE-AIM** framework to evaluate the Mentor Me Program.

R: We will conduct a preliminary needs assessments to determine the best methods for recruitment and identification.
E: We will create both qualitative and quantitative measures to track program effectiveness metrics. These may include program retention, rates of success, mentor and mentee satisfaction rates etc.

A: We will start with one local college of nursing. Based on program appeal and availability of mentors, we will grow the network of partnering colleges. We will assess factors associated with program adoption, including ease of adoption, etc.
I: We will evaluate the implementation process including adherence to the mentoring framework. We will also identify social, structural, and systemic barriers and facilitators of implementation.
M: We will examine the factors that might facilitate of impede maintenance and sustainability.

diversity, equity, & inclusion
American Association *of* Colleges *of* Nursing
Diversity Leadership Institute: Capstone Presentations and Graduation

Mentor Me! Strategically Positioning You for Success.

Mercy Mumba, PhD, RN, CMSRN, FAAN

Biography

Dr. Mercy Ngosa Mumba is an award-winning scientist and philanthropist. She is a published author in peer-reviewed scientific journals, and her research is widely funded by various agencies, including the National Institutes of Health (NIH), with over $25 million in grant funding. She is an Associate Professor and Founding Director of the Center for Substance Use Research and Related Conditions in the Capstone College of Nursing at the University of Alabama. She is also a Sigma Liaison to the United Nations. Dr. Mumba serves as the current Director of Membership on the Southern Nursing Research Society Board of Directors. She graduated with her Ph.D. from the University of Texas at Arlington College of Nursing and Health Innovation in December 2016 and with her Honors Bachelor of Science in Nursing in December 2010. She is the author of the award-winning book "A nurse's step-by-step guide to transitioning to an academic role: Strategies to jumpstart your career in education and research". Dr. Mumba is the substance use and related disorders section editor for the Journal of Psychosocial Nursing and Mental Health Services and serves on the American Academy of Nursing's Psychiatric, Mental Health, and Substance Use Expert Panel. Her research focuses on substance use disorders, addictive behaviors, and their comorbid mental health conditions. She is particularly interested in the impact of social determinants of health and the role of health disparities in preventing, treating, and managing these conditions. Dr. Mumba is passionate about improving the human condition through evidence-based initiatives and interventions, and is a strong advocate for increasing research productivity, infrastructure, and human capital globally. She is personally involved in many initiatives that improve healthcare outcomes and promote holistic wellness and quality of life among individuals and communities, worldwide.

Contact Information

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