

Welcome to the Peer Mentoring Program at the College of Nursing! We are delighted that you decided to participate and appreciate your interest in supporting your peers.

This handbook outlines the expectations of both the mentor and mentee and provides some ideas on establishing and maintaining the mentor/mentee relationship.

BENEFITS OF PEER MENTORING

- Creates a welcoming community for students who are new to WSU or the area.
- Creates a safe space to ask questions about coursework, program expectations, policies, and success strategies.
- Provides guidance, support, and encouragement throughout the nursing program.
- Offers positive role models for academic success, professionalism, and work-life balance.
- Fosters professional connections that support learning during school and beyond graduation.
- Gives mentors opportunities to develop coaching, leadership, and communication skills with professional applications.

EXPECTATIONS FOR ALL PARTICIPANTS

- Report safety concerns immediately.
 - The mentoring relationship is intended to be a safe place for the mentor and mentee. All interactions should be conducted in a moral, ethical, and legally acceptable manner. Keep interactions professional and supportive.
- Maintain confidentiality within legal and university requirements.
 - The mentoring relationship is built on trust and integrity. It is important that both mentor and mentee respect this relationship and refrain from sharing confidential information with others who do not have a right or need to know as defined by law.
 - Exceptions for sharing confidential information include situations regarding self-harm, harm to others, and medical emergencies. Immediately call 911, then report to the Director of the Center for Student Excellence if this situation happens.
- The mentor and mentee should work together to establish a respectful mentor/mentee relationship, professional boundaries, and communication expectations.
 - All conduct between mentors and mentees should be legally, ethically, and morally sound. While mentors may provide academic instruction, support, and encouragement, they **may not** give assistance that violates [WSU Academic Integrity Policy](#).



ADDITIONAL MENTOR EXPECTATIONS

- If mentee(s) concerns exceed the mentor role, refer mentee(s) to advisor and/or [appropriate university resources](#).
- Share experiences and knowledge about the nursing program.
- We **highly** recommend reaching out to your mentee 1-3 times per month. This could be as simple as a text message providing an affirmation or asking how things are going.
- We recommend that mentors attempt to be in contact with their mentee(s) for 30+ minutes per month whenever possible. We understand that schedules can get extremely busy, so this is a guideline, not a requirement.
- Submit [Peer Mentoring Program Contact Log](#) monthly whether you meet with your mentee or not. We will reach out via email with reminders to complete this form.

ADDITIONAL MENTEE EXPECTATIONS

- Seek assistance from [appropriate university resources](#) when needed.

WAYS MENTORS COULD SUPPORT MENTEES

- Check for incoming mentee messages (text/email/phone) regularly and return messages as soon as you can.
- Consider texting positive affirmations to your mentee from time to time.
- Follow up to see how your mentee did on tests, assignments, clinical, etc.
- Consider planning an outing or activity with your mentee from time to time.
 - Meet for coffee
 - Share a meal
 - Study together
 - Exercise together
 - Take a walk
 - Attend a [student nursing organization](#) meeting
 - Visit local or WSU exhibits, events, or attractions
- Use communication strategies.
 - Be an active listener – listen to understand, not to respond.
 - Ask clarifying questions – “What did you mean by that?” or “How did you feel about that?”
 - Acknowledging – “That sounds tough!” or “That’s great news!”
 - Reframing – “When I was going through that, here is how I saw that situation.”



CONVERSATION STARTERS & ICE BREAKERS

- **For the First Meeting**

- What semester are you in?
- Where are you from?
- What made you decide to join the WSU nursing program?
- What are your professional goals?
- Do you have any hobbies?
- What's your favorite food?
- Do you have any siblings?
- Do you have any pets?

- **General Questions/Ice Breakers**

- What can I help you with?
- How are classes going?
- What activities do you want to get involved in?
- What did you do this past weekend?
- What are your plans for this weekend?
- What tests or projects are coming up this week?
- How are you getting along with your professors?
- Are you going to any upcoming WSU or CON events?
- How is work going for you (if they have a job)?
- How is it balancing all your responsibilities?
- Is there anything coming up you that you are focusing on or worried about?
- Are you getting enough sleep/taking enough time for yourself?
- Is there anything you are having a hard time with?
- How are things going with friends/significant others?