A

Algiere-Kaprisin, C., Boyle-Single, P., Single, R. M., & Muller, C. B. (2003). Building a better
bridge: Testing e-training to improve e-mentoring programmes in higher education.
Mentoring and Tutoring: Partnership in Learning, 11(1), 67-78. doi:
10.1080/1361126032000054817

Alleman, E., & Clarke, D. L. (2000, Summer). Accountability: Measuring mentoring and its
bottom line impact. *Review of Business, 21*, 62-67.

Allen, T. D., & Eby, L. T. (2003). Relationship effectiveness for mentors: Factors associated
with learning and quality. *Journal of Management, 29*(4), 469-486.

American Association of Colleges of Nursing. (1999, March). Position statement on defining
scholarship for the discipline of nursing. Retrieved July 21, 2006 from
http://www.aacn.nche.edu/Publications/positions/scholar.htm

American Association of Colleges of Nursing. (1999, April). Faculty shortages intensify nation's
nursing deficit. *AACN Issue Bulletin.* Retrieved March, 04, 2006, from
http://www.aacn.nche.edu/Publications/issues/IB499WB.htm

American Association of Colleges of Nursing. (2005a). Accelerated programs: The fast
track to careers in nursing. *AACN, Issue Bulletin.* Retrieved May 21, 2006 from
http://www.aacn.nche.edu/Publications/issues/Aug02.htm

American Association of Colleges of Nursing. (2005b). Fact sheet: Accelerated baccalaureate
and master's degrees in nursing. *AACN, Issue Bulletin.* Retrieved May 21, 2006 from
http://www.aacn.nche.edu/Media/FactSheets/AcceleratedProg.htm

American Association of Colleges of Nursing. (2005c). Press release: New data confirms
shortage of nursing school faculty hinders efforts to address the nation's nursing shortage.

Retrieved May 21, 2006 from

http://www.aacn.nche.edu/Media/NewsReleases/2005/Enrollments05.htm

Anderson, C. A. (2002). From the editor. *Nursing Outlook, 50*(1), 1-2.

Andrews, G. J., & Brodie, D. A., & Andrews, J. P., & Wong, J., & Thomas, B. G. (2005).

Placement matters: Students' clinical experiences and their preferences for first

employers. *International Nursing Review, 52*, 142 – 153.

Andrews, M., & Wallis, M. (1999). Mentorship in nursing: A literature review. *Journal of*

Advanced Nursing, 29(1), 201-207.

Austin, A.E. (2002). Creating a bridge to the future: Preparing new faculty to face

changing expectations in a shifting context. *Review of Higher Education,* 26 (2), 119-144.

doi: 10.1353/rhe.2002.0031

B

Barrett, R. (2002). Mentor supervision and development-exploration of lived experience. *Career*

Development International, 7(5), 279-283.

Bartell, C. A. (2005). *Cultivating high-quality teaching through induction and mentoring.*

Thousand Oaks, CA: Corwin Press. (Table of Contents page only)

Bartfay, W. J. & Howse, E. (2007). Who will teach the nurses of the future? *Canadian*

Nurse, 103(7), 24-27.

Beisser, S., Kurth, J., & Reinhart, P. (1997, February). The teacher as learner. An undergraduate

student and faculty mentorship success. Paper presented at the International Conference

of the Society for Information Technology in Teacher Education, Orlando Fl.

Beitler, M. A., & Frady, D. A. (2001). E-learning and e-support for expatriate managers. ED:

452391

Bells, K. (2004, February). Rookie on rounds: Mentors help first-year nurse's deal with new

    responsibilities. Retrieved March 4, 2004 from

    http://www.bizjournals.com/industries/health_care/hospitals/2004/02/23/cincinnati_focus

    1.html

Benner, P. (2001). *From novice to expert: Excellence and power in clinical nursing practice.*

    Upper Saddle River, NJ: Prentice Hall.

Bennett, D. N., Bremner, M. N., & Sowell, R. L. (2003). A partnership model to address the

    nursing shortage: The KSU Accelerated BSN Program. *Nursing Leadership Forum, 8*(2),

    47-52.

Bhagia, J., & Tinsley, J. A. S. (2000). The mentoring partnership. *Mayo Clinical Practice, 75*,

    535-537.

Bierema, L. L., & Merriam, S. B. (2002). E-mentoring: Using computer mediated

    communications to enhance the mentoring process. *Innovative Higher Education, 26*(3),

    211-227. AN: 11306817

Billings, D., & Kowalski, K. (2006). Journaling: A strategy for developing reflective

    practitioners. *The Journal of Continuing Education in Nursing, 37*(3), 104-105.

Billings, D., & Kowalski, K. (2008). Developing your career as a nurse educator: The

    importance of having (or being) a mentor. *The Journal of Continuing Education in*

    Nursing, 39(11), 490-491. CINAHL AN: 2010092269

Birchard, K. (2005). Canadian Colleges brace for wave of faculty retirements. *Chronicle of*

    Higher Education, 51(35), A45. AN: 17029398

Blauvet, M. J., & Spath, M. L. (2008). Passing the torch: A faculty mentoring program for one school of nursing. *Nursing Education Perspectives, 29*(1)*,* 29-33. CINAHL AN: 2009809002

Block, L. M., Claffey, C., Korow, M. K., & McCaffrey, R. (2005). The value of mentorship within nursing organizations. *Nursing Forum, 40*(4), 134-140. doi: 10.1111/j.1744-6198.2005.00026.x

Blowers, S., Ramsey, P., Merriman, C., & Grooms, J. (2003). Patterns of peer tutoring in nursing. *Journal of nursing education, 42*(5), 204-211.

Boyle-Single, P., & Muller, C. B. (2001). Web e-mail and mentoring unite: The implementation of a nationwide electronic program – MentorNet, the national electronic industrial mentoring network for women in engineering and science. In L. K. Stromei (Ed.), *Creating mentoring and coaching programs: Twelve case studies from the real world of training.* (pp. 107-122). American Society for Training and Development.

Boice, R. (1992). *The new faculty member: Supporting and fostering professional development.* San Francisco, CA: Jossey- Bass Publishers. (Content pages only)

Boswell, C., & Cannon, S. (2005). Too much material, too little time: I'm drowning as a novice faculty member. *Nursing Education Perspectives*, *26*(4), 208. doi: 10.1043/1094-2831(2005)026[0208:QR]2.0.CO;2

Bowman, J. (2003). The mentoring connection: While life experience gives us increasing opportunities to mentor others, I still hope for new mentors to enter my life as I grow older. *The Canadian Nurse, 99*(5), 10-11. Retrieved November 19, 2004, from http://proquest.umi.com/pqdweb?RQT=309&Vlnst=PROD&VName=PQD&VType=PQ D&sid=3&index=22&SrchMode=3&Fmt=3&did=00000050583695 1&clientit=18838

Boyer, E. L. (1990). *Scholarship reconsidered: Priorities of the professorate*. New York, NY:

John Wiley & Sons.

Boyle, P., & Boice, B. (1998). Systematic mentoring for new faculty teachers and

graduate teaching assistants. *Innovation Higher Education, 22*(3), 157-178. doi:

10.1043/1094-2831(2005)026[0208:QR]2.0.CO;2

Boyle-Single, P., & Muller, C. B. (2001). Web e-mail and mentoring unite: The implementation

of a nationwide electronic program – MentorNet, the national electronic industrial

mentoring network for women in engineering and science. In L. K. Stromei (Ed.),

Creating mentoring and coaching programs: Twelve case studies from the real world of

training. (pp. 107-122). American Society for Training and Development.

Bozeman, B., & Feeney, M. K. (2008). Mentor matching: A "goodness of fit" model.

Administration and Society, 40(5), 465-482. doi: 10.117/0095399708320184

Brennan, M. (2003). Mentoring and the mentor match program. *Nursing in Focus, 4*(1), 6.

Brightman, H. J. (2006). Mentoring faculty to improve teaching and student learning. *Issues in*

Accounting Education, 21(2), 127-147.

Brounstein, M. (2000). *Coaching and mentoring for dummies*. New York, NY: Wiley

Publishing Incorporated.

Brown, H. N. (1999). Mentoring new faculty. *Nurse Educator, 24*(1), 48-51.

Busen, N. H., & Engebretson, J. (1999). Mentoring in advanced practice nursing: The use of

metaphor in concept exploration. *The internet Journal of Advanced Nursing Practice,*

2(2).

C

Cadmus, E. (2006). Succession planning: Multilevel organizational strategies for the new

workforce. *Journal of Nursing Administration, 36*(6), 298-303.

Cahill, H. A. (1996). A qualitative analysis of student nurses; experiences of mentorship. *Journal of Advanced Nursing, 24*, 791 – 799.

Callister, L. C., Matsumura, G., Lookinland, S., Mangum, S., & Loucks, C. (2005). Inquiry in baccalaureate nursing education: Fostering evidence-based practice. *Journal of Nursing Education, 44*(2), 59-64.

Campbell, S. L. (2003). Cultivating empowerment in nursing today for a strong profession tomorrow. *Journal of Nursing Education, 42*(9), 423-426.

Cangelosi, P. R. (2004). A lack of qualified faculty—One school's solution. *Nurse Educator, 29*(5), 186-188.

Carroll, K. (2004). Mentoring: A human becoming perspective. *Nursing Science Quarterly, 17*(4), 318-322. doi: 10.1177/0894318404269370

Cavanaugh, D. A., & Huse, A. L. (2004). Surviving the nursing shortage: Developing a nursing orientation program to prepare and retain intensive care unit nurses. *The Journal of Continuing Education in Nursing, 35*(6), 251-256.
Cawyer, C. S., & Friedrich, G. W. (1998). Organizational socialization: Processes for new communication faculty. *Communication Education, 47*, 237-245. doi: 10.1080/03634529809379128

Chao, G. T. (1997). Mentoring phases and outcomes. *Journal of Vocational Behaviour, 51*, 15-28.

Chao, G. T., & Gardner, P. D. (1992). Formal and informal mentorship's: A comparison on mentoring functions and contrast with non-mentored counterparts. *Personnel Psychology, 45*, 619-636.

Cinamon, P. G., & Hellman, S. (2004). Career development stages of Israeli school counsellors. *British Journal of Guidance & Counselling, 32*(1), 39-55.

CIHI. (2003). Bringing the future into focus: Projecting RN retirement in Canada. Retrieved February 15, 2006, from

http://secure.cihi.ca/cihiweb/dispPage.jsp?cw_page=AR1023_2003sum_3

Clearly, B., Bevill, J.W., Lacey, L., & Nooney, J.G. (2007). Evidence and root causes of an inadequate pipeline for nursing faculty. *Nursing Administration Quarterly,* 31(2), 124-128. doi: 10.1097/01.NAQ.0000264860.41594.6a

CMSI Mentoring Solutions Inc. (2006). Retrieved from http://www.mentoring-resources.com/index.html

CNA. (2004). *Achieving excellence in professional practice: A guide to preceptorship and mentoring*. Ottawa, ON: Canadian Nurses Association.

Coaching Association of Canada. (2008). *Women in coaching*. Retrieved February 14, 2009 from http://www.coach.ca/eng/women/mentor/index.cfm

Colky, D. L., & Young, W. H. (2006). Mentoring in the virtual organization: Keys to building successful schools and businesses. *Mentoring and Tutoring: Partnership in Learning, 14*(4), 433-447. doi: 10.1080/13611260500493683

Colley, H. (2001). Righting rewritings of the myth of mentor: A critical perspective on career guidance mentoring. *British Journal of Guidance & Counseling, 29*(2), 177-197. doi: EJ629120.

Cooper, M., & Wheeler, M. M. (2010). Building successful mentoring relationships. *Canadian Nurse, 106*(7), 34-35.

Couse, L. J., & Russo, H. L. (2006, February). Service-learning: Mentoring leadership skills in
 the experienced teacher. *Mentoring and Tutoring: Partnership in Learning, 14*(1), 33-48.
 doi: 10.1080/13611260500432251

Cronan-Hellix, T., Gensheimer, L. K., Cronan-Hellix, W. A., & Davidson, W. S. (1986).
 Students' view of mentors in psychology graduate programs. *Teaching of Psychology,
 13*(3), 123-127.

D

Daley, B. J. (1999). Novice to expert: An exploration of how professionals learn. *Adult
 Education Quarterly, 49*(4).

Dalpezzo, N. K. & Jett, K.T. (2010). Nursing faculty: A vulnerable population. *Journal
 of Nursing Education, ,49 (3)* 132-137. doi: 10.3928/01484834-20090915-04

Daresh, J. C. (2003). *Teachers mentoring teachers: A practical approach to helping new and
 experienced staff.* Thousand Oaks, CA: Corwin Press.

Darwin, A., & Palmer, E. (2009). Mentoring circles in higher education. *Higher Education
 Research and Development, 28*(2), 125-126. doi: 10.1080/0794360902725017

Davis, O. L. (2001). Editorial: A view of authentic mentorship. *Journal of Curriculum and
 Supervision, 17*(1), 1-4.

Deighan, J. & Bareford, C. G. (1990). Accelerated programs: the fast track to a career in nursing.
 Recruitment & Retention Report, 3(4), 4-6.

DeMarco, R. (1993). Mentorship: A feminist critique of current research. *Journal of
 Advanced Nursing,* 18, 1242-1250. doi: 10.1046/j.1365-2648.1993.18081242.x

Domrose, C. (2002). *Making a mentor – seasoned nurse's talk about what it takes to be a good
 mentor.* Retrieved October 21, 2002, from http://nurseweek.com/news/features/02-

02/mentor_web_print.html

Donaldson, J. H., & Carter, D. (2005). The value of role modeling: Perceptions of undergraduate

and diploma nursing (adult) students. *Nurse Education in Practice, 5*, 353-359.

Donovan, J. (1990). The concept and role of mentor. *Nurse Education Today, 10*, 294 – 298.

Dorsey, D. E., & Baker, C. M. (2004). Mentoring undergraduate nursing students: Assessing the

state of the Science. *Nurse Educator, 29*(6), 260 - 265.

Driscoll, L.G., Parkes, K.A., Tilley-Lubbs, G. A., Brill, J. M., & Pitts Bannister, V. R. (2009).

Navigating the lonely sea: Peer mentoring and collaboration among aspiring women

scholars. *Mentoring & Tutoring: Partnership in Learning, 17*(1), 5-21. doi:

10.1080/13611260802699532

Duffy, K., Docherty, C., Cardnuff, L., White, M., Winters, G., & Greig, J. (2000). The nurse

lecturer's role in mentoring the mentors. *Nursing Standard, 15*(6), 35-38.

E

Earnshaw, G. J. (1995). Mentorship: The students' views. *Nurse Education Today, 15*, 274 –

279.

Ecklund, M. M. (1998). The relationship of mentoring to job satisfaction of critical care nurses.

Journal of the New York State Nurses Association, 29(2), 13-15.

Education Development Centre Inc. (2007). *Resources for teacher leadership.* Retrieved

February 15, 2009 from http://cse.edc.org/products/teacherleadership/default.asp

Ehrich, L., & Hansford, B. (2002). A review of mentoring in education: Some lessons for

nursing. *Contemporary Nurse, 12*, 253-264.

Engelmann, L. (2005). So you're a teacher: now what do you do? In L. Caputi, & L.

Engelmann (Eds.) *Teaching nursing: The art and science* (pp. 20-37). Glen Ellyn, IL:

College of DuPage Press.

English, I. (1993). Intuition as a function of the expert nurse: A critique of Benner's novice to

expert model. *Journal of Advanced Nursing, 18*, 387-393.

Ensher, E. A., Heun, C., & Blanchard, A. (2003). Online mentoring and computer-mediated

communication: New direction in research. *Journal of Vocational Behavior, 63*(2), 264-

288. doi: 10.1016/S0001-8791(03)00044-7

Ewing, R., Freeman, M., Barrie, S., Bell, A., O'Connor, D., Waugh, F., & Sykes, C. (2008).

Building community in academic settings: The importance of flexibility in a structures

mentoring program. *Mentoring & Tutoring: Partnership in Life, 16*(3), 294-310. doi:

10.1080/13611260802231690

F

Fagenson, E. A. (1989). The mentor advantage: Perceived career/job experiences of protégés versus non-protégés. *Journal of Organizational Behaviour, 10*(4), 309-320.

Fagenson-Eland, E. A., Marks, M. A., & Amendola, K. L. (1997). Perceptions of mentoring relationships. *Journal of Vocational Behaviour, 51*, 29-42.

Falk, N. L. (2007). Strategies to enhance retention and effective utilization of aging nurse faculty. *Journal of Nursing Education, 46*(4), 165-169. CINAHL AN: 2009558631

Fawcett, D. L. (2002). Mentoring—what it is and how to make. *AORN Journal, 75*(5).

Finseth, E. (2002). *Supporting mentoring relationships through distance education technology* (Unpublished master's thesis), Athabasca University, Athabasca, Alberta, Canada

Firtko, A., & Stewart, R., & Knox, N. (2005). Understanding mentoring and preceptorship: Clarifying the quagmire. *Contemporary Nurse, 19*(1), 32 - 40.

Fletcher, S. H., & Barrett, A. (2004). Developing effective beginning teachers through mentor-based induction. *Mentoring and Tutoring, 12*(3), 321-333.

Foote, K. E., & Solem, M. N. (2009). Towards better mentoring for early career faculty: Results of a study of US geographers. *International Journal for Academic Development, 14*(1), 47-58. AN: 36433100

G

Gabbard, G. O. (2005). The first mentor, the goddess Minerva. *Psychiatric Time, 22*(10), 82.

Gaff, J. G., Pruitt-Logan, A. S., Weibl, R. A., and participants in the Preparing Future Faculty Program. (2000). *Building the faculty we need—Colleges and universities working together*. Association of American Colleges and Universities: Washington, DC. (Table of contents Only pages)

Gagiardi, A.R. , Perrier, L., Webster, F., Leslie, K., Bell, M., Levison, W., …Straus, S. E. (2009). Exploring mentorship as a strategy to build capacity for knowledge translation research and practice: Protocol for a qualitative study. *Implementation Scinece, 4(*55), 1-8. doi: 10.1186/1748-5908-4-55

Galacia, A. R., Klima, R. R., & Date, E. S. (1997). Mentorship in physical medicine and rehabilitation residencies. *American Journal of Physical Medicine and Rehabilitation, 76*(4), 268-275.

Galbraith, M. W. (2002-2003). The adult education professor as mentor: A means to enhance teaching and learning. *Perspectives: The New York Journal of Adult Learning, 1*(1), 9-20.

Ganser, T. (2002). Building capacity of school districts to design, implement, and evaluate effective new teacher mentor programs: Action points for colleges and universities. *Mentoring and Tutoring, 10*(1), 47-55.

Garvey, B., & Alred, G. (2000). Developing mentors. *Career Development International, 5*(4/5), 216-227. doi: 10.1080/713685525

Gazza, E. A., & Shellenbarger, T. (2005). Successful enculturation: Strategies for retaining newly hired nursing faculty. *Nurse Educator, 30*(6), 252-254.

Genz, P., Levin, S., & Bishop, R. (1996). *Putting it all together: Developing a faculty mentoring program.* La Plata, MD: Charles County Community College.

Gelmon, S.B. & Arge-Kippenhan, S. (2002). A developmental framework for supporting evolving faculty roles for community engagement. *The Journal of Public Affairs, 6*(1) 161-183.

Gibb, S. (1999). The usefulness of theory: A case study in evaluating formal mentoring schemes. *Human Relations, 52*(8), 1055-1056.

Gilles, C., & Wilson, J. (2004). Receiving as well as giving: Mentors' perceptions of their

    professional development in one teacher induction program. *Mentoring and Tutoring,*

    12(1), 87-106.

Gray, M. A., & Smith, L. N. (2000). The qualities of an effective mentor from the student

    nurse's perspective: Findings from a longitudinal qualitative study. *Journal of Advanced*

    Nursing, 32(6), 1542 – 1549.

Grams, K., & Christ, M. A. (1992). Faculty work load formulas in nursing education: A critical

    theory perspective. *Journal of Professional Nursing, 8*(2), 96-104.

Grindel, C. G. (2004). Mentorship: A key to retention and recruitment. *Medsurg Nursing, 13*(1),

    36 – 37.

Griffin-Sobel, J.P. (2006). Nursing education in peril. *Clinical Journal of Oncology Nursing,*

    10 (3), 309. doi:10.1188/06.CJON.309

Goodwin, L. D. (2004). A synergistic approach to faculty mentoring. *The Journal of Staff*

    Program Organization Development, 19(3), 145-152.

Gothard, K. A. (2009). *Faculty mentoring in higher education: How can the institution benefit*

    Available from Proquest Dissertations and Theses database. (UMI 3350027)

H

Hansman, C. A. (2001). Mentoring as continuing professional education. *Adult Learning*,

    12(11), 7-9.

Hayes, E. F. (2001). *Factors that facilitate or hinder mentoring in the nursing practitioner*

    preceptor/student relationship. Clinical Excellence for Nurse Practitioners, 5(2), 111-

    118.

Hayes, R. K., & Petrosko, J. M. (2009). An investigation of mentoring and socialization among law faculty. *Mentoring & Tutoring: Partnership in Learning, 17*(1), 41-52. doi: 10.1080/13611260802658520

Heller, B. R., Drenkard, K., Esposito-Herr, M. B., Romano, C., Tom, S., & Valentine, N. (2004). Educating nursing for leadership roles. *The Journal of Continuing Education in Nursing, 35*(5), 203-210.

Henry, J. S., Stockdale, M. S., Hall, M., & Deniston, W. (1994). A formal mentoring program for junior faculty: Description and evaluation. *Initiatives, 56*(2), 37-45.

Hensinger, B., Minerath, S., Parry, J., & Robertson, K. (2004). Asset protection: Maintaining and retaining your workforce. *Journal of Nursing Administration, 34*(6), 268-272.

Herrington, A., Herrington, J., Kervin, I., & Ferry, B. (2006). The design of an online community of practice for beginning teachers. *Contemporary Issues in Technology and Teacher Education, 6*(1), 120-132. AN: 20793846

Hessler, K., & Ritchie, H. (2006). Recruitment and retention of novice faculty. *Journal of Nursing Education, 45*(50), 150-154. doi:1069218601

Hoel, A. K. (2005). *Measuring perceptions of faculty members' experiences and attitudes toward faculty-to-faculty mentoring at the University of Wisconsin-Stout* (Master's thesis). Available from Proquest Dissertations and Theses database. (UMI No. 3179971)

Howarth, M. L., & Kneafsey, R. (2005). The impact of research governance in healthcare and higher education organizations. *Journal of Advanced Nursing, 49*(6), 675-683.

Hurria, A., Baldicci, L., Naeim, A., Gross, C., Moile, C., Klepin, H, …Figlin, R. (2008).

Mentoring junior Faculty in geriatric oncology: Report from the cancer and aging

research group. *journal of Clinical Oncology (26)*19, 3125-312.

doi:10.1200/JCO.2008.16.9771

I
J

Jackson, V. A., Palepu, A., Szalacha, L., Caswell, C., Carr, P. L., & Inui, T. (2003). Having the

right chemistry ?: A qualitative study of mentoring in academic medicine. *Academic*

Medicine, 78(3), 328-334.

Johnson, J. B., & Ridely, C. R. (2008). *The elements of mentoring* (Revised edition).

New Your, NY: St. Martin's Press.

Janasz, S. C., & Sullivan, S. E. (2004). Multiple mentoring in academe: Developing the

professional network. *Journal of Vocational Behavior, 64*(2), 263-283. doi:

10.1016/j.jvb.2002.07.001

Jefferies, P. R. (n.d.). A framework for designing, implementing and evaluating simulations used

as teaching strategies in nursing. *Nursing Education Perspectives, 26*(2), 96-103.

Johansen, K, Sims, R., & Taylor, S. (2009). *Faculty mentoring in higher education: How can the*

institution benefit (Master's thesis). Retrieved from Proquest Dissertations and Theses

database. (UMI No. 3350027)

Jones, D. (2004). An evaluation of midwifery mentors and their perception of mentoring.

Midwifery Digest, 14(2), 157 – 162.

K

Kajs, L. T. (2002). Framework for designing a mentoring program for novice teachers.

Mentoring and Tutoring, 10(1), 57-69.

Kalbfleisch, P. J., & Davies, A. B. (1993). An interpersonal model of participation in mentoring

relationships. *Western Journal of Communication, 5,* 399-415.

Kanuka, H. (2010). Developing communities through mentoring. *Improving*

university teaching conference papers. Washington, DC: Improving University Teaching

Conference. Retrieved from http://www.iutconference.org

/papers/CommunitiesOfInquiry_%20LearningTogether/Kanuka.pdf

Katz, E., & Coleman, M. (2001). Induction and mentoring of beginning researchers at academic

colleges of education in Israel. *Mentoring and Tutoring, 9*(3), 223-239.

Kavoosi, M. C., Elman, N. S., & Mauch, L. E. (1995). Faculty mentoring and administrative

support. *Journal of Nursing Education, 34*(9), 419-426.

Kelly, L. S. (2000). Where leaders are born. *Reflections on Nursing Leadership,* Third

Quarter, 8-9.

Kirschling, J.M. & Green, A. (2007). Capturing good ideas, you can make a difference!

Journal of Nursing Education, 46 (4), 152.

Kleinman, C. S. (2004). Leadership: A key strategy in staff nurse retention. *The Journal of*

Continuing Education in Nursing, 35(3), 128-132.

Koberg, C. S., Boss, R. W., Chappell, D., & Ringer, R. C. (1994). Correlates and consequences

of protégé mentoring in a large hospital. *Group & Organization Management, 19*(2),

219-239.

Koch, L. C., & Telzrow, C. F. (2002). Mentoring new faculty in rehabilitation counsellor

education programs: Challenges, strategies, and innovative models. *Rehabilitation*

Education, 16(1), 49-60.

Koehn, M .K., & Lehman, K. (2007). Nurses' perceptions of evidence-based nursing

practice. *Journal of Advanced Nursing: Original Research, 22 ,*209-215.

doi: 10.1111/j.1365-2648.2007.04589.x

Kosempel, P. J. (2008). *Mentoring dialogues: An investigation of the dialectical tensions and management strategies in mentoring relationships* (Doctoral dissertation). Available from Proquest Dissertations and Theses database. (UMI 3337058)

Kowalski, S. D., Dalley, K., & Weigand, T. (2006). When will faculty retire? Factors influencing faculty decisions of nurse educators. *Journal of Nursing Education, 45*(9), 349-355.

Kram, K. E. (1983). Phases of mentor relationship. *Academy of Management Journal, 26,* 608-625.

Kram, K. E. (1988). *Mentoring at work—Developmental relationships in organizational life.* Lanham, MD: University Press of America. (Table of contents only pages)

L

Lankua, M. J., & Scandura, T. A. (2002). An investigation of personal learning in mentoring relationships: Content, antecedents, and consequences. *Academy of Management Journal, 43*(4), 779-790.

Larson, L. (2006). Who will teach the nurses that we need? *Hospitals and Health Networks,* 80(10), 52-56. Retrieved from ttp://www.hhnmag.com/hhnmag_app/ jsp/articledisplay.jsp?dcrpath=HHNMAG/PubsNewsArticle/data/2006December/0612H HN_FEA_Nursing&domain=HHNMAG

Lewis, J. (2001). The spirit of mentoring: Getting this most out of your mentor. *Urologic Nursing, 21*(6).

Lloyd, S., & Bristol, S, (2006). Modeling mentorship and collaboration for BSN and MSN students in a community clinical practicum. *Journal of Nursing Education, 45*(4), 129-132.

Lovaglia, M. J., Skvoretz, J. Willer, D., & Markovsky, B. (1995). Negotiated exchanges in

  social networks. *Social Forces, 74*(1), 123-55.

Lyon, J. M., Farrington, P., Westbrook, J. (2004). Mentoring of scientists and engineers: A

  comparison of gender. *Engineering Management Journal, 16*(3), 17-25.

M

Madison, J. (1994). The value of mentoring in nursing leadership: A descriptive study. *Nursing*

  Forum, 29(4), 16 – 23.

Magnuson, S. (2002). New assistant professors of counsellor education: Their 1st year.

  Counsellor Education & Supervision, 41, 306-320.

Malloch, K., & Porter-O'Grady, T. (n.d.). The leader as mentor and coach. In *The quantum*

  leader—Applications for the new world of work (pp142-157). Sudbury, MA: Jones and

  Bartlett Publishers.

Maramaldi, P., Gardner, D., Berkman, B., Ireland, K., D'Ambruoso, S., & Howe, J. L. (2004).

  Mentoring new social work faculty: A gerontological perceptive. *Gerontology &*

  Geriatrics Education, 25(1), 89-106.

Mathews, M. B. (2000). Guest editorial -- Professional development for professional developers.

  The Journal of Continuing Education in Nursing, 31(2), 53-54.

McCloughen, A., & O'Brian, L. (2005). Development of a mentorship programme for new

  graduate nurse in mental health. *International Journal of Mental Health Nursing, 14*,

  276-284.

McCormack, C., & West, D. (2006). Facilitated group mentoring develops key career

  competencies for university women: A case study. *Mentoring and Tutoring: Partnership*

  in Learning, 14(4), 409-431. doi: 10.1080/13611260600739290

Conference, 25-29. Retrieved from http://www.aare.edu.au/07pap/mcl07393.pdf

McKinley, M. G. (2004). Mentoring matters: Creating, connecting, empowering.

 American Association of Critical-Care Nurses, 15(2), 205-214.

McLough, C., Brady, J., Lee, M. J., Russell, R. (2007). Peer-to-peer: An e-mentoring

 approach to developing community, mutual engagement and professional identity for pre-

 service teachers. *Australian Association for Research in Education*

McNiel, N. O., Mackey, T. A., & Sherwood, G. D. (2004). Quality and customer service aspects

 of faculty practice. *Nursing Outlook, 52,* 189-196.

McShane, C. (1997). Mentoring: The RN's vehicle to professional and personal growth.

 Nebraska Nurse, 30(4).

_____. (n.d.). Mentoring. Retrieved August, 30, 2004, from

 http://mbhs.bergtraum.k12.ny.us/mentor.what.html

Megginson, D., Clutterbuck, D. Garvey, B. Stokes, P. & Garrett-Harris, R. (2006). *Mentoring in*

 action: A practical guide (2nd ed.). Philadelphia: Kogan Page.

Mentornet. (2009). *The e-mentoring network for diversity in engineering and science*. Retrieved

 from http://www.mentornet.net/

Miller, A. (2002). *Mentoring student and young people: A handbook of effective practice*.

 Sterling, VA: Stylus Publishing Inc.

Milner, T., Bossers, A. (2004). Evaluation of the mentor – mentee relationship in an occupational

 therapy mentorship programme. *Occupational Therapy International, 11*(2), 96 – 111.

Milton, C. L. (2004). The ethics of personal integrity in leadership and mentorship: A nursing

 theoretical perspective. *Nursing Science Quarterly, 17*(2), 116-120.

Mitchell, G. J. (2004). The mentoring of nurses: Possibilities for times of transition. *Nursing Science Quarterly, 17*(4), 317.

Mkandawire-Valhmu, L., Kako, P.M., Stevens, P. e. (2010). Mentoring women faculty of color in nursing academia: Creating an environment that supports scholarly growth and retention. *Nursing Outlook, 58*(3), 135-141. Doi: 10.1016/j.outlook. 2010.02.001

Morle, K. M. F. (1990). Mentorship is it a case of the emperors new clothes or a rose by any other name. *Nurse Education Today, 10*, 66 – 69.

Morin, K. H., & Ashton, K. C. (2004). Research on faculty orientation programs: Guidelines and directions for nurse educators. *Journal of Professional Nursing, 20*(4), 239-250.

Morse, J. M. (1991). Approaches to qualitative-quantitative methodological triangulation. *Nursing Research, 40*(2), 120 – 123.

Morton-Cooper, A., & Palmer A. (1993). Mentoring. In *Mentoring and preceptorship: A guide to support roles in clinical practice* (pp. 56-97). Oxford, England: Blackwell Science Limited.

Mullen, C. A. (2000). Constructing co-mentoring partnerships: Walkways we must travel. *Theory into Practice, 39*(1), 4-10.

Mullen, C. A. (2009). Re-imaging the human dimension of mentoring: A framework for research administration and the academy. *The Journal of Research Administration, (10)*1, 10-32. Retrieved from http://www.srainternational. org/sra03/uploadedfiles/ journal/09/JRA_Vol_40_1.pdf#page=12

N

National League for Nursing. (2002). *Position statement: Mentoring of nursing faculty.* New

York: Board of Governors.

National League of Nursing (2006). *Position statement: Mentoring of nurse faculty.*

National League of Nursing. Retrieved from http://www.nln.org/

aboutnln/positionstatements/mentoring_3_21_06.pdf

Neary, M. (2000). Supporting students' learning and professional development through the

process of continuous assessment and mentorship. *Nurse Education Today, 20*, 463 –

474.

Neese, R. (2003). A transformational journal from clinician to educator. *The Journal of*

Continuing Education in Nursing, 34(6), 258-262.

Neufeld, V. (2003). Leadership and management program: Mentoring. *Module Seven,*

Version 1. Philadelphia, PA :International Clinical Epidemiology Network

Incorporated.

Noe, R. A. (1988). An investigation of the determinants of successful assigned mentoring

relationships. *Personnel Psychology, 41*(3), 457-479.

Noe, R. A., Greenberger, D. B., & Wang, S. (2002). Mentoring: What we know and where we

might go. *Personal and Human Resource Management, 21*, 129-173.

_____. (2004). Peer resources -- Nurturing the mentor in you: The mentor survey.

Retrieved August 30, 2004, from http://www.mentors, ca/test.html

Nordgren, J., Richardson, S. J., & Laurella, V. B. (1998). A collaborative preceptor model for

clinical teaching of beginning nursing students. *Nurse Educator, 23*(3), 27-32.

O

Oermann, M. H. (1998). Role strain of clinical nurse faculty. *Journal of Professional Nursing, 14*, 329-334. doi:10.1016/S8755-7223(98)80074-4

Olson, R.K., & Vance, C. (1999). Mentorship in nursing education. In K.R. Stevens & V.R. Cassidy (Eds.), *Evidence-based teaching: Current research in nursing education* (pp. 23-69). Sudbury, MA: Jones & Bartlett Publishers, Inc.

Orland. L. (2001). Reading a mentoring situation: One aspect of learning to mentor. *Teacher and Teacher Education, 17,* 75-88.

P

Pamuk, S. (2008). *Faculty technology mentoring: How graduate student mentors benefit from technology mentoring relationship* (Doctoral dissertation). Available from Proquest Dissertations and Theses database. (UMI 3296793)

Pape, T. (2000). Boyer's model of scholarly nursing applied to professional development. *AORN Journal, 71*(5), 995-1003.

Parsons, L., Brennan, J., Bowen, D., Mahar, M. S., Crawford, L., & Gomez, L. (2005). Sharing with the land of the dancing lights. *Canadian Nurse, 101*(4), 22-25.

Peters, M. A., & Boylston, M. (2006). Mentoring adjunct faculty: Innovative solutions. *Nurse Educator, 31*(2), 61-64.

Philbrick, C. (2008). *An exploration of e-mentoring preferences of master's students and faculty in the Great Plains Interactive Distance Education Alliance* (Doctoral dissertation). Available from Proquest Dissertations and Theses database. (UMI Microform 3308068).

Phillips, R. M., Davies, W. B., & Neary, M. (1996). The practitioner-teacher: A study in the introduction of mentors in the preregistration nurse education programme in Wales: part 1. *Journal of Advanced Nursing, 23*, 1037-1044.

Pinkerton, S. (2003). Mentoring new graduates. *Nursing Economics, 12*(4), 202 – 203.

Pittas, P. A. (2000). A model program from the perspective of faculty development. *Innovative Higher Learning, 25*(2), 97-110. AN: 11306792

Prestholdt, C. O. (1990). Modern mentoring: Strategies for developing contemporary nursing leadership. *Nursing Administration Quarterly, 15*(1), 20-27.

Pulce, R. (2005). What is a mentor? *Nurse Leader, 3*(4), 9 – 10.

Q
R

Raabe, B., & Beehr, T. A. (2003). Formal mentoring versus supervisor and co-worker relationships: Differences in perceptions and impact. *Journal of Organizational Behaviour, 24*(3), 271-293.

Ragins, B. R., & Cotton, J. T. (1999). Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology, 84*(4), 529-550.

Ragins, B. R., Cotton, J. L., & Miller, J. S. (2000). Marginal mentoring: The effects of type of mentor, quality of relationship, and program design on work and career attitudes. *Academy of Management, 43*(6), 1177-1194.

Ragins, B. R., & Scandura, T. A. (1999). Burden or blessing? Expected costs and benefits of being a mentor. *Journal of Organizational Behaviour, 20*, 493-509. doi: 10.1002(SICI)1099-1379(199907)20:4<493::AID-JOB894>3.0.CO;2T

Ragins, B. R., & Scandura, T. A. (1994). Gender differences in expected outcomes of mentoring relationships. *Academy Management Journal, 37*(4), 957-971.

Reinhard, S.C., & Hassmiller, S.B. (2009). Partners in solutions to the nurse faculty shortage. *Journal of Professional Nursing 25*(6), 335-339. doi: 10.1016/j.profnurs.2009.10.005

Ronsten, B., & Andersson, E., & Gustafsson, B. (2005). Confirming mentorship. *Journal of Nursing Management, 13*(4), 312 – 321 doi: 10.1111/j.1365-2934.2005.00541.x

Rosser, M., Rice, A. M., Campbell, H., & Jack, C. (2004). Evaluation of a mentorship programme for specialists practitioners. *Nurse Education Today, 24,* 596-604. doi:10.1016/j.nedt.2004.07.012

Royle, J. (2000). Evaluation of a system for providing information resources to nurses. *Health Informatics Journal, 6*, 100-109.

S

Saarikoski, M. (2003). Mentor relationship as a tool of professional development of student nurses in clinical practice. *The International Journal of Psychiatric Nursing Research, 9*(1), 1014-1024.

Santucci, J. (2004). Facilitating the transition into nursing practice: Concepts and strategies for mentoring new graduates. *Journal for Nurses in Staff Development, 20*(6), 274 – 284.

Savage, H. E., Karp, R. S., & Logue, R. (2004). Faculty mentorship at colleges and universities. *College Teaching, 52*(1), 21-24. doi: 10.3200/CTCH.52.1.21-24

Schaffer, M. (2006). Framing the future. *The Society f Gastroenterology Nurses and Associates,* 29(6), 487-488.

Schoening, A. M. (2009). *The journey from bedside to classroom: Making the transition from nurse to nurse educator.* Available from Proquest Dissertations and Theses database. (UMI 3344653)

Schonwetter, D. J., & Nazarko, O. (2009). Investing in our next generation: Overview of short courses, and teaching and mentoring programs for newly hired faculty in Canadian Universities (Part 2). *Journal of Faculty Development, 23*(1), 54-63.

Schrubbe, K. F. (2004). Mentorship: A critical component for professional growth and academic

 success. *Journal of Dental Education, 68*(3), 324-328.

Schwillw, S. A. (2008). The professional practice of mentoring. *American Journal of Education,*

 115(1)*,* 139-167. AN: 34884907

Shea, G. F. (2002). *Mentoring: How to develop successful mentor behaviors* (3rd ed.). Boston,

 MA: Thompson.

Sheets, I. (2008). *First-year learning of novice emergency-hire clinical nursing faculty: A*

 qualitative study (Doctoral dissertation). Available from Proquest Dissertations and

 Theses database. (UMI 3317685)

Sheridan, L. (2010). *Integrating technology and mentoring for faculty development*.

 (Unpublished master's thesis). University of Athabasca, Athabasca, Alberta, Canada.

Shirey, M. R. (2006). Stress and burnout in nursing. *Nurse Educator, 31*(3), 95-97.

Short, J. D. (1997). Profile of administrators of schools of nursing, part II: Mentoring

 relationships and influence activities. *Journal of Professional Nursing, 13*(1), 13-17.

Smith, J. A., & Zsohar, H. (2007). Essentials of neophyte mentorship in relation to the faculty

 shortage. *Journal of Nursing Education, 46*(4), 184-186. CINAHL AN: 2009558632

Smith, T. M., & Ingersoll, R. M. (2004). What are the effects of induction and mentoring on

 beginning teacher turnover? *American Educational Research Journal, 41*(3), 681-714.

Snelson, C. M., Martsolf, D. S., Dieckman, B. C., Anaya, E. R., Cartechine, K. A., Miller, B.,

 Roche, M., & Shaffer, J. (2002). Caring as a theoretical perspective for nursing faculty

 mentoring program. *Nurse Education Today, 22,* 654-660.

Solansky, S. T. (2010). The evaluation of two key leadership developmental program

components: Leadership skills and leadership mentoring. *Leadership Quarterly, 21,*675-681. doi: 10.1016/j.leaqua.2010.06.009

Sorcinelli, M. D., & Yun, J. (2007). From mentor to mentoring networks: Mentoring in the new academy, *Change, 39*(6), 58-61. AN: 27718353

Spezzini, S., Austin, J. S., Abbott, G., & Littleton, R. (2009). Role reversal within mentoring dyads: Collaborative mentoring on the effective instruction of English language learners. *Mentoring & Tutoring: Partnership in Learning, 17*(4), 297-315. doi:10.1080/136112609032843382

Spouse, J. (2001). Bridging theory and practice in the supervisory relationship: A sociocultural perspective. *Journal of Advanced Nursing, 33*(4), 512 – 522.

SRNA. (2004). *2004 Annual report*. Retrieved February 14, 2006, from http://www.srna.org/communications/annual_report/srna_annual_2003.pdf

Stachura, L. M., & Hoff, J. (1990). Toward achievement of mentoring for nurses. *Nursing Administration Quarterly, 15*(1), 56 – 62.

Stewart, B. M., & Krueger, L. E. (1996). An evolutionary concept analysis of mentoring in nursing. *Journal of Professional Nursing 12*(5), 311 - 321. doi:10.1016/S8755-7223(96)80011-1

Stewart, D. W. (2006). Generational mentoring. *The Journal of Continuing Education in Nursing, 37*(3), 113-120.

Stone, F. (2004). *The mentoring advantage: Creating the next generation of leaders*. Dearborn Financial Publishing. Retrieved May 17, 2005 from http://library.books24x7.com/book/id_9717/viewer.asp?bookid=9717&chunkid=381459929

Stull, A. & Lantz, C. (2005). An innovative model for nursing scholarship. *Journal of Nursing Education, 44*(11), 493-7.

Sullivan, C. G. (2004). *How to mentor in the midst of change* (2nd ed.). Alexandria, VI: Association for Supervision and Curriculum Development.

Supple, P. D., & Gardner, M. (2009). Fostering a smooth transition to the faculty role. *The Journal of Continuing Education in Nursing, 40*(11), 514-520. doi:10.3928 /00220124-20091023-09

T

Taiwanna, A., & Kristsonis, W. A. (2006). National implications: An analysis of e-mentoring induction year programs for novice alternatively certified teachers. *National Journal for Publishing and Mentoring Doctoral Student Research, 3*(1), 1-6.

Tanner, C. A. (2005). What are our priorities? Addressing the looming shortage of nursing faculty. *Journal of Nursing Education, 44*(6), 247-248.

Taylor, C. (1997). Problem solving in clinical nursing practice. *Journal of Advanced Nursing, 26*, 329-336.

The NEA Foundation for the Improvement of Education (1999). *Creating a teacher mentoring program.* Retrieved February 25, 2006 from http://nfie.org/publications/memtoring.htm

Thorpe, K., & Kalischuk, R. G. (2003). A collegial mentoring model for nurse educators. *Nursing Forum, 38*(1), 5-15. doi: 10.1111/j.1744-6198.2003.tb01198.x

Thomas, A. M. (2006). Technology: friend or foe of mentoring relationships? *Educational Media and Technology, 31,* 153-164. AN: 20426516

Toth, J. C., Dobratz, M. A., & Boni, M. S. (1998). Attitude toward nursing of students earning a second degree and traditional baccalaureate students: Are they different? *Nursing Outlook, 46*(6), 273-278.

Tourigny, L., & Pulich, M. (2005). A critical examination of formal and informal mentoring among nurses. *Health Care Manager, 24*(1), 68-76.

Tracy, E. E., Jagsi, R., Starr, R., & Tarbell, N. (2004). Outcomes of a pilot faculty mentoring program. *American Journal of Obstetrics and Gynecology, 191*(6), 1846-1850.

Turnbull, B. J., & Roberts, K. (2005). Nurse-academics' mentorship: Rhetoric or reality. *Collegian, 12*(2), 33-38.

U

University of Texas at Austin (2006). *The welcoming interns and novices with guidance and support online.* Retrieved February 14, 2009 from

https://uteach.utexas.edu/go/wings/Mentor-Development/

V

Vance, C., & Bamford, P. (1998). Developing caring connections: Mentorship in the academic setting. *DEAN'S Notes, 19*(4), 1-3.

Vance, C. N., & Olson, R. K. (1991). Mentorship. *Annual Review of Nursing Research, 9*, 175 – 200.

Vaughan, D. (2005). Second career RNs excel. *Nursing Spectrum (DC/Maryland/Virginia Edition), 15*(18), 10-11.

Villar, L. M., & de la Rosa, O. M. (2006). Online faculty development in the Canary Islands: A study of e-mentoring. *Higher Education in Europe, 31*(1), 65-81. AN: 22031393

Villar, L. M., & de la Rosa, O. M. (2007). An innovative junior faculty online development program. *The Electronic Journal of e-Learning, 5*(2), 165-172. AN: 26281838

W

Wang, J. (2001). Contexts of mentoring and opportunities for learning to teach: A comparative study of mentoring practice. *Teaching and Teacher Education, 17*, 51-73.

Wang, S. , Noe, R. A., Wang, Z. M., & Greenberger, D.B. (2008). What affects willingness in the future?: An investigation of attachment styles and mentoring experiences. *Journal of Vocational Behavior, 74,* 245-256. doi:10.1016/j.jvb.2008.12.002

Waters, D, Clarke, M., Harris Ingall, A., & Dean-Jones, M. (2003). Evaluation of a pilot mentoring programme for nurse managers. *Journal of Advanced Nursing, 42*(5), 516-526. doi: 10.1046/j.1365-2648.2003.02651.x

Weinrach, S. G. (1996). The psychological and vocational interest patterns of Donald Super and John Holland. *Journal of Counselling and Development, 75*(1), 5-16.

Whitley, W., Dougherty, T. W., & Dreher, G. F. (1991). Relationships of career mentoring and socioeconomic origin to managers' and professionals' early career progress. *Academy of Management Journal, 34*(2), 331-351.

Wills, C. E., & Kaiser, L. (2002). Navigating the course of scholarly productivity: The protégé's role in mentoring. *Nursing Outlook, 50*(2), 61-66.

Wilson, P. P., Valentine, D., & Pereira, A. (2002). Perceptions of new social work faculty about mentoring experiences. *Journal of Social Work Education, 38*(2), 317-333.

Women and Girls Tech Up. (2000). *Mentoring, supporting, and sacred spaces.* Retrieved from http://www.techup.org/mentor/mentor_main.html

Wood, S., Biordi, D. L., Miller, B., Poncar, P., Snelson, C. M., Banks, M. J., & Hemminger, S. A. (1998). Boyer's model of scholarship applied to career ladder for nontenured nursing faculty. *Nurse Educator, 23*(3), 33-40.

Wright, C. (1990). An innovation in a diploma program: The future potential of mentorship in nursing. *Nurse Education Today, 10*, 335 – 359.

X
Y

Yoder, L. (1990). Mentoring: A concept analysis. *Nursing Administration Quarterly, 15*(1), 9 - 19.

Yoder, L. (1995). Staff nurses' career development relationships and self-reports of professionalism, job satisfaction, and intent to stay. *Nursing Research, 44*(5), 290 – 297.

Young, J. R., Bullough, R. V., Draper, R. J., Smith, L. K., & Erickson, L. B. (2005). Novice teacher growth and personal models of mentoring: Choosing compassion over inquiry. *Mentoring and Tutoring: Partnership in Learning, 13*(2), 169-188. doi: 10.1080/13611260500105477

Z

Zachary, L. (2002). The role of teacher as mentor. *New Directions for Adult & Continuing Education*, *93*, 27-39.

Zachary, L. J. (2005). Raising the bar in a mentoring culture. *Training & Development (TD), 6,* 26-27.

Zachary, L.J., & Fischler, L.A. (2009). *The mentee's guide: Making mentoring work for you.* San Francisco, CA: John Wily & Sons Inc.

Zsohar, H. & Smith, J. A. (2006). Top ten list of don'ts in classroom teaching. *Nurse Educator,*

31(4), 144-146.