Mentor Requirements

Prior to approval, the mentor’s license and certification (if applicable) is verified and the Mentor Commitment Form is evaluated by the nursing field education office. Walden’s approval of the mentor candidate is based on several criteria.

Mentor Requirements:

- The mentor must hold a bachelor’s degree or higher in a field related to the role.
- Specific mentor requirements by course:
  - NURS 4210/4211: It is preferred for the mentor to be a nurse. If a nurse is not available, other qualified interdisciplinary professionals with a role in population health or public health would qualify. Examples of mentors could include public health nurses, infectious disease nurses/physicians, public safety personnel, public health staff, school nurses, nutritionists, health educators, or diabetes educators.
  - NURS 4220/4221: The mentor must be a nurse. Examples of mentors could include Chief Nursing Office, Directors, Nurse Managers, Quality Improvement Nurses, Nurse Managers of a Patient Care Unit, Manager of Quality Improvement, Nursing Educators, Infection Control Practitioners or other qualified nursing leaders.
- If the mentor is a Registered Nurse, the mentor must be currently licensed with an unencumbered license to practice professional nursing in the state where the practice experience will occur.
- The mentor has a minimum of 1 year of experience and a current job role relevant to the project. Mentors in the state of Washington must have a minimum of 2 years of experience due to state board of nursing requirements.
- The mentor must be able and willing to commit to the mentor role for the practice experience.
- The mentor must be employed at the field site where the practice experience takes place.
- The mentor must not be a student’s relative, any type of family member, personal friend, or significant other.
- The mentor may be the student’s direct or immediate supervisor.

A routine professional license verification will be obtained by Walden for all mentor candidates. Any negative information, both past and present, that is part of the license verification will be reviewed by the School of Nursing’s Licensure and Compliance department. Some examples of negative information are disciplinary orders issued by a professional licensing board, malpractice information and letters of complaint, censure, or reprimand. This information will be reviewed as part of the mentor approval process and could lead to a determination that the mentor does not meet the university’s requirements. Students will have the opportunity to appeal the decision or to nominate a replacement mentor who will undergo the same review. Please be aware that the practicum application will not be approved until an acceptable mentor is approved.

Many students find it helpful to review their mentor’s license information prior to submitting their practicum application. If they choose to review this information, it can be found online through NURSYS® or the corresponding state board of nursing website if the mentor is a nurse, or by reviewing the mentor’s license information provided by their professional licensing authority (medical board, Department of Health, etc.). If students have any questions about this process or any possible negative information regarding a potential mentor, please contact nurslicensure@mail.waldenu.edu.

Note: Approval of the mentor must occur prior to the student starting the practicum course and beginning practicum hours. Students cannot begin practicum hours until their practicum application is fully approved and have been registered for the course.