

# Nurse Author & Editor

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### Mentoring Nurse Authors and Editors with EMINENCE

**Andrew D. Harding**

The Academy of Emergency Nursing has grown the EMINENCE (Establishing Mentors InterNationally for Emergency Nurses Creating Excellence) program since 2008. The Academy offers this mentoring opportunity to members of the Emergency Nurses Association (ENA). EMINENCE is a formal mentoring program matching Academy of Emergency Nursing fellows with ENA members to accomplish specific goals. The mentoring projects can be on a variety of topics including publishing, role development, and research. The goal of the EMINENCE program is to share the expertise of the Academy fellows with budding emergency nurses seeking to grow and develop in a wide range of professional nursing activities.

The EMINENCE program includes an initial in-person introduction at the ENA annual meeting between the mentor and mentee. They meet and are given a brief overview of the program. Time is then allotted for mentor and mentee to discuss the project goals and establish their relationship. The communication between the pair is typically by phone and email. Depending on geographic proximity, live in-person communication can occur but is not necessary or required. The EMINENCE program is structured for 12 months to accomplish the project's objectives. Quarterly updates about the project are provided by the mentor and mentee to the Academy of Emergency Nursing, and the Academy's Board of Directors is available to facilitate communication, assist with any conflict resolution, and provide oversight.

In 2011, I participated as a mentee in the EMINENCE program. It was an excellent experience for me, and I was able to grow as an author and editor. My mentor is one of the editors of *Advanced Emergency Nursing Journal*, and she provided me with an assortment of resources, including books to read, experts to contact, associations to join, and her time. It is clear to me now that my mentor's ability to listen and adeptly understand where I was during the process are two of the behaviors associated with being an expert mentor. From her understanding of my position on the path toward my goals, my mentor described choices that could serve as my next steps. The Table outlines suggestions that were helpful during my mentorship as a novice editor.

Table: Suggestions to foster novice editors

1. Provide external resources for review (eg, *Editor's handbook: An online resource and CE course* (Freda & Nichol 2009).
2. Invite novice editors to listen and participate in editorial board meetings
3. Invite novice editors to edit a manuscript from submission through the publication decision
4. Encourage membership in the International Academy of Nursing Editors (INANE)

My experience was productive. During my time engaged with my mentor, I was able to accomplish the goals that were set at our initial meeting including improving my editorial and writing skills. For example, my mentor provided me with techniques to solicit authors from poster presenters at professional nursing conferences. These techniques led to two published manuscripts in the *Journal of*

Emergency Nursing, for which I am a section editor. My mentor also afforded me the experience of listening to the discussions at the Academy of Emergency Nursing editorial board meetings. It was insightful to hear the discussions of the board, and they gave me a better understanding of how editorial decisions are made in nursing journals.

My mentor suggested reading the Editor's handbook: An online resource and CE course (Freda & Nicoll 2009). This was a great introduction to the editor's role and the editorial and publishing processes, and it addressed typical concerns and issues faced by novice nurse editors. My mentor also offered me the experience of editing a manuscript from submission to publication. This was different from my experiences as a section editor and peer reviewer. Participating in the entire process gave me an appreciation for the work involved in the editorial process, interacting with authors, and using the electronic database used to manage manuscripts. This was a new and tangible experience I still draw on today.

My mentor suggested I "join" the INANE, which is an organization without dues or bylaws. INANE is an international collaborative of nursing editors and publishers whose primary mission is to promote best practices in publishing and high standards in the publishing of nursing journals, books, and Web-based literature (INANE 2013). Two of its primary activities are maintaining a list-serv for members and offering an annual meeting, which is held every other year at an international location. The list-serv has increased my awareness of contemporary issues in the editing and publishing process.

Other outcomes from participating in the EMINENCE program included two publications and a poster presentation. One paper was an editorial I wrote about inservice education for the Journal for Nurses in Staff Development (Harding 2011a). This was a topic I had not written about before, and the audience was new. However, my mentor's persistent encouragement allowed me to persevere until I completed the editorial and it was published. The second was an article in ENA Connection describing the EMINENCE experience (Harding 2011). My mentor and I also presented a poster at an INANE annual meeting (Proehl & Harding 2012).

The EMINENCE program is a wonderful aspect of ENA membership. Having experienced nurses working with engaged professional nurses fosters knowledge transfer and excitement for the nurses' professional growth. Mentorship matters and the Academy of Emergency Nursing is leading the way with this program.

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## Author

Andrew D. Harding, MS, RN, CEN, NEA-BC, FACHE, FAHA, FAEN, is Associate Chief Nursing Officer, Southcoast Health System, New Bedford, Massachusetts, USA. His email is

[adhardingrn@gmail.com](mailto:adhardingrn@gmail.com).

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