



From Ideas to Impact: A Tiered Mentorship Model Expanding Equity, Scholarship, and Leadership in Nursing

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Mentorship Beyond Privilege

When opportunity depends on access, equity is fragile.

What if mentorship were **designed**...not discovered?

What if access were **predictable**...not personal?



The Problem We Don't Name

- Access depends on proximity, not potential
- Confidence lags behind curiosity
- Mentorship works — but only when it exists
- Inequity becomes invisible — and research voices are lost



The Core Idea

A Tiered Mentorship Model for Nursing Research & Scholarship

- Mentorship intensity matches project needs — **not rank**
- Equity through design, not intention.
- Scholarship as a leadership pathway, not a gate



Different Pathways, Equal Value

Tier 3: Internal scholarship & early research experience

- Builds confidence & foundational skills

Tier 2: Nursing scholarship with external dissemination

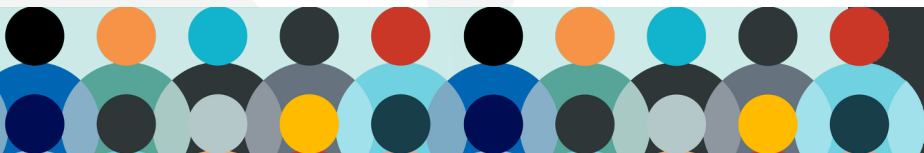
- Builds visibility & professional advancement

Tier 1: Intensive nursing research & publication

- Builds system influence & knowledge generation



Domain	1 – Low	2 – Moderate	3 – High
Organizational Alignment	Project is locally relevant but not clearly linked to nursing or organizational priorities	Project aligns with unit, council, or service-line priorities	Project aligns with system-level nursing priorities or strategic initiatives
Scope & Impact	Impact limited to a single unit or small group	Impact across multiple units or a service line	System-level, population-level, or enterprise-wide impact
Methodological Complexity	Descriptive or early-stage inquiry; no IRB required	Structured scholarly project with defined methods (QI, EBP, or similar)	Research or formal evaluation requiring advanced design and/or IRB oversight
Dissemination Potential	Internal dissemination only (unit presentation, internal poster)	External dissemination at local or regional conference	National conference presentation and/or peer-reviewed publication
Urgency / Time Sensitivity	No immediate timeline or external deadline	Defined timeline or upcoming dissemination opportunity	Time-sensitive due to organizational need, conference deadline, or regulatory requirement



Why This Changes Everything

Equity doesn't emerge. It's built.

- Opportunity stops depending on proximity
- Access becomes predictable instead of personal
- Scholarship moves from chance to design



Early Lessons

- Impact without added FTE
- Transparency builds trust
- Councils are powerful multipliers
- Internal and external dissemination successes
- Next step: Nurse Leader Research and Design Lab



Closing

When mentorship becomes infrastructure, equity stops being accidental.

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