

CHP MENTORSHIP AGREEMENT - MENTOR COMPACT

Student Name: _____

Mentor: _____

Commitments of Mentor (Compact between Student and Their Mentor)

- I intend to develop maintain the skills needed to be a good mentor.
- I will ensure that a mutually agreed upon set of expectations and goals are in place throughout the training period, and I will work with the student/fellow to create an individual career development plan.
- I will strive to maintain a relationship with the student/fellow that is based on trust and mutual respect. I acknowledge that open communication and periodic formal performance reviews will help ensure that the expectations of both parties are met.
- I will promote all ethical standards for conducting research including compliance with all institutional and federal regulations as they relate to responsible conduct in research, privacy and human subjects research, and, as applicable to my research program, animal care and use, laboratory safety, and use of radioisotopes.
- I will clearly define expectations for conduct of research in my lab and make myself available to discuss ethical concerns as they arise.
- I will ensure that the student/fellow has sufficient opportunities to acquire the skills necessary to become competent in an agreed upon area of investigation.
- I will provide the student/fellow with the required guidance and mentoring, including scheduling prompt meetings when requested, and will seek the assistance of other faculty and departmental/institutional resources when necessary.
- Although I am expected to provide guidance and education in technical areas, I recognize that I must also educate the student/fellow by example and by providing access to formal opportunities/programs in complementary areas necessary for a successful career.
- I will provide a training environment that is suited to the individual needs of the student/fellow in order to ensure his/her personal and professional growth. I will encourage a progressive increase in the level of responsibility and independence to facilitate the transition to an independent career, as appropriate to the student's level of training.
- I will encourage the interaction of the student/fellow with fellow scientists both inside and outside the department and will encourage the appointee's attendance at relevant professional meetings to network and present research findings. Together with departmental administration and the Graduate School, I will support efforts to provide financial support to attend meetings where the

student/fellow will be presenting findings from my research and others whenever possible.

- I will encourage students to submit their work for publication in a timely manner and that she/he receives appropriate credit for the work she/he performs. I will have a publication plan in place that allows for alternative pathways to publication if the student is unable to submit their work in a timely fashion.
- I will acknowledge her/his contribution to the development of any intellectual property and will clearly define future access to tangible research materials according to institutional policy.

Training Program--Specific Guidelines: (Please initial)

____ I agree to meet regularly, as often as is mutually convenient, with my mentee to assess progress and to plan future work.

____ I agree to develop a training plan with my mentee and to review progress regularly, including semesterly and-yearly evaluations.

____ I agree to encourage and support my mentee's attendance at relevant training opportunities that come up throughout the year.

____ I agree to actively work with my mentee to establish publication goals that reflect his/her ongoing contributions to the current body of knowledge in the field. Toward this end, I will be cognizant of productivity benchmarks that define expected output by students in comparable programs and areas of expertise.

____ I agree to encourage and support my mentee's prompt reporting of activities and achievements as may be requested by the mentor, doctoral program, department, or college in support of regular progress reporting requirements.

____ I agree to encourage and support my mentee to actively engage with their training cohort to form writing or study groups, networking activities, and to support and encourage each other, as appropriate.

____ I agree to discuss, in timely fashion, any problems or issues in this mentorship relationship first with the mentee, and, if necessary, with the Director of the Doctoral Program or other parties as appropriate.

Mentor's Signature: _____ Date: _____

- I agree to mentor this student for the period of _____ to _____
(Completing this form annually is recommended).