



2. Working collaboratively to provide multiple perspectives, to facilitate the entry of mentees into MSM's research enterprise consisting of structures, processes, and an interpersonal climate
3. To facilitate the development of appropriate translational research skills and multidisciplinary approaches to the evaluation of research, scholarship, and service.
4. To provide opportunities for developing and working on mentored and independent multidisciplinary research projects with a multidisciplinary translational research team.
5. To enhance decision making and other skills involved in working with a multidisciplinary translational research team related to the mentee's career development and advancement.

#### Expectations of Mentors

1. The mentor(s) must conduct regular and frequent meetings with the mentee. There should be a minimum of one hourly meeting per month of the mentor and the mentee.
2. The mentor(s) must participate in the one-day mentoring training retreat to obtain or enhance skills in mentoring.
3. The mentor(s) will develop, with the mentee, clearly delineated specific expectations of the substantive learning/skills to be achieved in the program.
4. The mentor(s) will develop, with the mentee, clearly delineated specific milestones and timelines for achieving program goals.
5. The mentor(s) will attend Mentoring Academy meetings
6. The mentor(s) will attend seminars presented by the mentee.
7. The mentor(s) will participate in semi-annual evaluations and assessments of the mentoring relationships. The Mentoring Academy reserves the right to change the mentor(s) should difficulties continue for a sustained period of time.
8. The content of all exchanges between the mentors and the mentee are subject to the expectations of professional confidentiality.

#### Expectations of Mentees

1. The mentee must conduct regular and frequent team meetings with the mentor(s). There should be a minimum of one hourly meeting per month with the entire mentoring team.
2. The mentee must participate in the one-day team mentoring training retreat to gain skills required for participating in a multidisciplinary research
3. The mentee will develop, with the mentor(s), clearly delineated specific expectations of the substantive learning/skills to be achieved in the program.
4. The mentee will develop, with the mentor(s), clearly delineated specific milestones and timelines for achieving program goals.
5. The mentee will share career plans, review initiatives related to his/her professional development; ask for advice; reflect on the mentor(s) observations and inform the mentor(s) about the results of the mentee's efforts.
6. The mentee must present their work to the Mentoring Academy and at seminars with the mentor(s) in attendance.
7. The mentee will participate in biannual evaluations and assessments of the mentoring relationship. The Mentoring Academy reserves the right to change the mentor(s) should difficulties continue for a sustained period of time.

We, acting as mentors and mentee, agree to enter a mentoring relationship based on the criteria described above, which sets forth the expectations, parameters, and process for the mentoring relationship.

\_\_\_\_\_ (mentee's signature)      date \_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_ (mentor's signature)      date \_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_ (mentor's signature)      date \_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_\_ (mentor's signature)      date \_\_\_\_/\_\_\_\_/\_\_\_\_

I agree to support the mentor-mentee commitment as outlined above.

\_\_\_\_\_  
Program Director's Name (Please print)

\_\_\_\_\_  
Program Director's Signature

\_\_\_\_\_  
Date