Team Mentoring Agreement

A critical element for the success of faculty is the use of mentoring. **Team mentoring may be the best option for the physician scientist, tenure track and research track faculty member.** Team mentoring implies having several mentors working together as a team to contribute to the mentee’s career development. The concept of team mentoring was developed through the NIH Roadmap initiative’s determination that “the scale and complexity of today's biomedical research problems increasingly demands that scientists move beyond the confines of their own discipline and explore new organizational models for team science.” Today’s research requires bringing together the perspectives of multiple disciplines to examine a research question from its inception. This multidisciplinary approach allows us to develop and conduct novel and innovative research projects that would not be possible by applying a traditional mentor approach of either a single discipline or multiple individual disciplines. It is the synergy created when investigators from multiple disciplines come together that will lead to novel scientific discovery. This model of team mentoring provides benefits for both the mentee as he/she learns multidisciplinary methods of discovery and for the mentors as they have the opportunity to bring fresh perspectives to the research question they are examining. By supporting multidisciplinary research and team mentoring, FAME and the College of Medicine is promoting the development of this team science approach.

Team Mentoring Goals

1. To enhance a supportive academic environment for the conduct of team science for the mentee.

2. Working as a team and providing multiple perspectives, to facilitate the entry of mentee into the University culture, including the structures, processes, and interpersonal climate of the University.

3. To facilitate the development of appropriate clinical research skills and team science approaches related to the balance and evaluation of research, scholarship, and service.

4. To provide opportunities for developing and working on mentored and independent multidisciplinary research projects with a multidisciplinary clinical research team.

5. To enhance decision-making and other skills involved in working with a team related to the mentee’s career development and advancement.

Expectations of Mentors

1. The mentoring team must conduct regular and frequent team meetings with the mentee. There should be a minimum of one hourly meeting between the primary mentor(s) and the mentee per week, and at least one hourly meeting per month between the entire mentoring team and the mentee. Consultants contributing to specific research issues should meet with the team when these issues are being discussed or decisions regarding these issues are being made.

2. The mentoring team should ideally participate in the FAME mentoring modules to obtain or enhance skills in team mentoring.

3. The mentoring team will develop, with the mentee, clearly delineated specific expectations of the substantive learning/skills to be achieved through the use of team mentoring in the program.

The mentoring team will develop, with the mentee, clearly delineated specific milestones and timelines for achieving program goals.

5. The mentoring team will attend meetings and seminars in which the mentee is presenting.

6. The mentoring team will participate in biannual evaluations and assessments of the team mentoring relationships. The Mentoring Lead in consultation with the Department Chair or Division Chief reserves the right to change the mentoring team should difficulties be identified and not be remedied over a sustained period of time.

7. The content of all exchanges between the team mentors and the mentee are subject to the expectations of professional confidentiality. Although this confidentiality is legally limited, the contents should not be discussed with anyone else without written permission from the mentee.

Expectations of Mentees

1. The mentee must conduct regular and frequent team meetings with the mentoring team. There should be a minimum of one hourly meeting with the primary mentor(s) per week and at least one hourly meeting per month with the entire mentoring team. Consultants contributing to specific research issues should meet with the team when these issues are being discussed or decisions regarding these issues are being made.

2. The mentee will develop, with the mentoring team, clearly delineated specific expectations of the substantive learning/skills to be achieved through team mentoring in the program.

3. The mentee will develop, with the mentoring team, clearly delineated specific milestones and timelines for achieving program goals.

4. The mentee will share career plans, recount initiatives on behalf of his/her professional development; seek advice; reflect on the mentoring team’s observations and inform the mentoring team about the results of the mentee’s efforts.

5. The mentee must present his/her work at the division/department sponsored conferences and at other seminars with the mentoring team in attendance.

6. The mentee will participate in biannual evaluations and assessments of the mentoring team relationships. The Mentoring Lead in consultation with the division chief or Chair reserves the right to change the mentoring team should difficulties be identified and not be remedied over a sustained period of time.

8. The mentee will keep the content of the team mentoring relationship confidential; the mentoring team may share personal information that they wish to be honored as confidential.

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

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

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

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Mentorship Lead signature) date\_\_\_\_/\_\_\_\_/\_\_\_\_

Additional mentors as applicable

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

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Department Approval

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**Adapted from The Institute for Clinical Research Education, serving as the Research Education and Career Development Core of the Clinical and Translational Science Institute (CTSI) University of Pittsburgh**