**Compact Adapted from University of Pittsburgh Team Mentoring Agreement**
**Clinical Research Scholars Program (CRSP) Team Mentoring Expectations**

Your post-doctoral experience will include a mentoring relationship with multiple mentors. Importantly, this means having mentors working together as a team to contribute to the mentee's career development. Today's research requires bringing together the perspectives of multiple disciplines to examine a research question right from the beginning. This multidisciplinary approach allows us to develop and conduct research projects that are new and innovative and that would not be possible using a traditional single discipline or multiple disciplines working individually with a mentee approach. It is the synergy created when investigators from multiple disciplines come together that will result in the development of new scientific approaches. This "team mentoring" model provides benefits for the mentee as he/she learns multidisciplinary methods of discovery and the mentors as they have the opportunity to bring fresh perspectives to the research question they are examining.

Team Mentoring Goals

1. To enhance the 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 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 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 with one of the primary mentors and the mentee per week, and at least one hourly meeting per month of 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 will develop, with the mentee, clearly delineated specific expectations of the substantive learning/skills to be achieved through the use of team mentoring during the mentee's training.
3. The mentoring team will develop, with the mentee, clearly delineated specific milestones and timelines for achieving training goals.
4. The mentoring team will attend meetings and seminars in which the mentee is presenting.
5. The mentoring team will participate in biannual evaluations and assessments of the team mentoring relationships. The mentee and mentor(s) reserve the right to change the mentoring team should difficulties continue for a sustained period of time.
6. 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 one of the primary mentors 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 must participate in some form of mentee or team science training to obtain skills in working effectively in a mentoring relationships and in a team science environment.
3. The mentee will develop, with the mentoring team, clearly delineated specific expectations of the substantive learning/skills to be achieved through team mentoring and their training program.
4. The mentee will develop, with the mentoring team, clearly delineated specific milestones and timelines for achieving training goals.
5. The mentee will share career plans, recount initiatives on behalf of his/her professional development; ask for advice; reflect on the mentoring team's observations and inform the mentoring team about the results of the mentee's efforts.
6. The mentee must present the mentee's work at seminars with the mentoring team in attendance.
7. The mentee will participate in biannual evaluations and assessments of the mentoring team relationships. The mentee and mentor(s) reserve the right to change the mentoring team should difficulties continue for 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.

_____ (mentor's signature) date____/____/____

_____ (mentor's signature) date____/____/____

_____ (mentee's signature) date____/____/____

_____ (CRSP director's signature) date____/____/____

Additional mentors as applicable

_____ (mentor's signature) date____/____/____

_____ (mentor's signature) date____/____/____

_____ (mentor's signature) date____/____/____