

Mentor Definitions

1. **Career Mentors** are responsible for overall career guidance and support for their mentee. The Career Mentor is usually in the mentee's department, should not be their direct supervisor and is assigned (or approved) by the departmental mentoring facilitator affiliated with the Faculty Mentoring Program. Scheduled meetings take place at least 2-3 times per year.
2. **Research/Scholarly Mentors** are responsible for the overall research and/or scholarly career guidance and support for their mentee. Specifically, the **Research/Scholarly Mentor** actively participates in the development of the creative and independent research careers of their mentees. The **Research/Scholarly Mentor** must have expertise in the mentee's area of research or scholarship and often shares resources with the mentee that may include databases, space, funding, and research staff that can facilitate the mentee's research.

Research/Scholarly Mentors assist with communication of findings including:

- oral presentations, writing of abstracts, manuscripts and
- development of grant applications and
- securing funding.

As important, they provide guidance to their mentees about didactic coursework and training opportunities and help them to identify potential collaborators. Scheduled meetings take place 1-2 times per month or as needed to achieve the mentee's research goals.

3. **Co-Mentors** work with the mentee and their other mentors as part of a mentoring team to provide more specialized or different content area or methodological expertise. For example, for a clinical researcher such co-mentors may include a statistician, and/or a laboratory-based scientist. Scheduled meetings occur every 1-3 months.
4. **Project Mentors** have a more limited role. They typically will supervise the completion of a defined, time-limited project, ie data collection, data analysis, manuscript preparation, grant preparation, etc. This is an excellent way for a more junior faculty member to begin mentoring others, learning many of the skills that will eventually allow them to become a **Research/Scholarly Mentor**. For instance, s/he may supervise a summer research project, a 1-year commitment of research, or s/he may assist with the writing of papers, research grants and research reviews. Scheduled meetings will vary in timing, depending on the level of activity for the specified project(s).