

Statement of Responsibilities for UConn Health Biomedical Science Students and their Research Mentors

A mentor is someone who commits to advancing the career of a student through guidance, experience and expertise, thereby helping to develop a future colleague. This definition is adapted from the Rackham Graduate School's mentoring guides for faculty, [How to Mentor Graduate Students: A Guide for Faculty](#). To develop this mentoring agreement, this guide was used liberally, along with [How to Get the Mentoring You Want](#) for students and the American Association of Medical Colleges' [Compact Between Biomedical Graduate Students and Their Research Advisors](#).

Good mentoring benefits both the mentor and mentee. In addition to supporting the student's advancement in research, it helps them through stressful periods in their training and reinforces their enthusiasm for a science-related career. Students bring ideas to the lab, keep their mentors abreast of new knowledge and techniques and increase their mentor's professional stature as they become recognized as successful scholars.

Good mentoring comes with responsibilities for both the mentor and mentee. A positive mentor-mentee relationship requires an environment of trust and respect. The mentor and mentee must clearly communicate their goals to each other and review them routinely. Probably the most important aspect of being a good mentor is to model, by example, what is expected of a professional scholar.

Mentee Responsibilities:

- Take responsibility for their project and be accountable for their progress through the graduate program.
- Understand and follow institutional and program policies for graduate education and research, including University and Student codes of conduct.
- Develop an individual development plan with the mentor that includes both short-term and long-term goals, as well as potential deadlines for each step.
- Communicate regularly with the thesis mentor with regard to progress, research results, dissemination of results, planned absences, and participation in career development activities.
- Welcome constructive feedback from the thesis mentor, advisory committee and peers.
- Be a good lab citizen, share responsibilities, and actively participate in lab meetings
- Respect and work collegially with all lab members regardless of race, gender, national origin, religion, disability or sexual orientation, and support an environment free of harassment, bullying or other threatening behaviors.

Mentor Responsibilities:

- Maintain an environment that respects all students regardless of race, gender, national origin, religion, disability or sexual orientation and is free of harassment, bullying or other threatening behaviors.
- Understand and follow institutional and program policies for graduate education and research, including University codes of conduct.
- Be supportive, equitable, accessible, and encouraging.
- Promote the student's professional and intellectual development.
- Meet with the student regularly to discuss progress, provide constructive verbal and written feedback, and set reasonable and attainable goals.
- Clearly communicate the authorship policies for papers and presentations.
- Encourage and facilitate student presentation of research at professional meetings, both internally and externally.
- Encourage students to seek input from other mentors who will support their scientific, intellectual and psychological growth and help them to explore various career options.

The Biomedical Science program asks all research mentors and their mentees to indicate their willingness to build an effective and respectful mentoring relationship by signing this statement outlining the basic tenets of mentorship. Please submit the signed form to phdbiomed@uchc.edu

Date: _____

Student signature: _____

Research mentor signature: _____