



# Mentoring Plan (MP)

## Mississippi Center for Clinical and Translational Research (CCTR) Expectations for the Mentoring Relationship in the Investigator Development Program

**Objectives:** This mentoring plan is intended to assist the mentored investigator and mentor to: 1) explicitly define their goals and specific expectations with respect to their mentoring relationship; 2) ensure alignment of their expectations in order to achieve each other's goals. This mentoring plan is a follow-up to the "Initial Mentoring Agreement" completed by the mentored investigator and the primary mentor. It provides a more specific definition of the goals and expectations of the mentored investigator, primary and secondary mentors (if applicable) for their mentoring relationships.

**Instructions:** The mentored investigator and each of his/her primary and secondary mentors (if applicable) will discuss their goals for the mentoring relationship, reviewing the expectations listed in the "Initial Mentoring Agreement." Include additional expectations specifically for the upcoming year in the IDP. Use separate MPs between the scholar and each of the mentors, although MPs may cross-reference each other. Signed copies of this document, signifying agreement, will be submitted to the Administrative Core. These MPs will be reviewed and updated annually or upon request.

It is **recommended** that mentored investigators complete an Individual Development Plan at <http://myidp.sciencecareers.org/> to determine strengths, weaknesses, goals, and needs as they pertain to the categories listed below.

### Goals of the Mentored Investigator

Print Name
Describe your short- and long-term goals in this relationship. Relate your goals to your career development plan.

### Goals of the Primary/Secondary Mentor

Print name and indicate whether primary or secondary mentor
Describe your short- and long-term goals in this relationship. Relate your goals to your career in research and education.

### Expectations for the Mentored Investigator

#### Research

Describe your specific expectation for this relationship, especially for the upcoming year. Focus on the following: <ul style="list-style-type: none"><li>• Major research milestones, including protocol development and approval, presentations, manuscripts, and grant submissions;</li><li>• Support you will need to conduct your research, including protected time and funds for research expenditures and the sources of this support;</li><li>• Interactions with your mentor and your research team (including other mentors and co-investigators), including the nature and frequency of meetings.</li></ul>
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### Expectations for the Mentor

#### Research

Describe your specific expectations for this relationship, especially for the upcoming year. Focus on the following: <ul style="list-style-type: none"><li>• Major research milestones for the scholar, including protocol development and approval, presentations, manuscripts, and grant submissions;</li><li>• Support the scholar will need to conduct his/her research, including protected time and funds for research expenditures and the sources of this support, including the support you will provide;</li><li>• Interactions with the scholar and the research team (including other mentors and co-investigators), including the nature and frequency of meetings.</li></ul>
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**Education/ Training**

Describe the additional education and training you need for your career, focusing on that which will occur outside of coursework offered through the CCTR.

**Education/ Training**

Describe how you will assist the mentored investigator to obtain the additional education and training, particularly that which will occur outside of coursework offered through the CCTR. (Note: you may also identify others, such as another mentor, who will play a major role in assisting the scholar with additional education and training.)

**Academic Skills**

Describe the academic skills you need to develop (e.g., critical thinking, writing grants and manuscripts, oral presentation, leadership, teaching.)

**Academic Skills**

Describe how you will assist the mentored investigator to develop his/her academic skills (e.g., critical thinking, writing grants and manuscripts, oral presentation, leadership, teaching). (Note: you may also identify others, such as another mentor, who will play a major role in assisting the scholar with the development of specific academic skills.)

**Career Development**

Describe what you need to do to advance your career (e.g., work toward independence, obtain a faculty position, be promoted academically, be named to positions on key committees or groups, network with other researchers inside an outside the institution).

**Career Development**

Describe how you will assist the mentored investigator to advance his/her career. (Note: you may also identify others, who will play a major role in assisting with specific aspects of career advancement.)

**Personal Conduct**

Describe any factors that may affect interpersonal interactions with your mentor and how you plan to manage them. (Note: it is appropriate to acknowledge differences in gender, race/ethnicity, culture, personality, or style that may need to be managed actively.)

**Personal Conduct**

Describe any factors that may affect interpersonal interactions with the mentored investigator and how you plan to manage them. (Note: it is appropriate to acknowledge differences in gender, race/ethnicity, culture, personality, or style that may need to be managed actively.)

Signature

Signature

Date (Month DD, YYYY)

Date (Month DD, YYYY)