

## MENTOR COMPACT

(Adapted From Assoc of Amer Med Colleges Compact Between Postdoctoral Appointees & their Mentors)

- (1) I acknowledge that doctoral training is intended to develop the skills for a successful research-related career in academia, government, industry or nonprofit sectors. I will ensure that the trainee has sufficient opportunities to acquire the skills necessary to become an expert in an area of research investigation. I will work with the trainee to create a documented individual career development plan, which I will use as the basis for periodic discussions. I will respect the trainee's individual career goals.
- (2) I will ensure that a mutually agreed upon research plan with well-defined expectations and goals is established early in training. This will include supporting the trainee in developing and undertaking a research rotation that is coherent with their interests and goals. I commit to review the plan's progress with the trainee regularly. As part of this, I will encourage the trainee to progressively increase levels of responsibility and independence to ensure a successful transition to an independent career.
- (3) I will promote all standards for conducting ethical and responsible research—including compliance with all institutional, state, and federal regulations—as they relate to privacy and human subjects research, animal care and use, laboratory safety, authorship, peer-review guidelines, and data reporting, ownership, and sharing. I will clearly define expectations for the responsible conduct of research in my lab and will make myself available to discuss ethical, safety, and any related concerns as they arise.
- (4) I will follow the foundational guidelines covered in the NIH Rigor and Reproducibility Training Modules. I will clearly define expectations for rigor and reproducibility, provide opportunities for discussion of this topic within my laboratory, and make myself available to discuss any related concerns as they arise.
- (5) I will demonstrate respect for all trainees as individuals without regard to gender, race, national origin, religion, disability, or sexual orientation. I will strive to maintain a relationship with the trainee that is based on trust and mutual respect. I will provide an environment that is intellectually stimulating, emotionally supportive, safe, equitable, and free of harassment. I acknowledge that open communication is essential. As part of this, I will practice holistic mentoring, considering the needs, experiences, and interests of the trainee and working with them to ensure access to the resources they need for success.
- (6) I will provide the trainee with guidance, advice, and regular performance feedback. I will encourage the trainee to seek input from multiple mentors, especially the Co-Mentoring Committee, and to draw upon relevant institutional resources. I recognize that I must serve as a role model for the trainee and provide access to opportunities in complementary areas necessary for a successful career.
- (7) I commit to supporting my trainee in all aspects of the B2 Program. I understand this includes required behavioral, neuroscience, and quantitative coursework; completion of the CNBC Certificate in Cognitive Neuroscience, enrollment in the B2 Skills for Success seminar for two years, completion of a research rotation; enhanced training in the responsible conduct of research, and learning that advances diversity, equity, and inclusion. I commit to ensuring that my trainee provides timely and accurate progress reports, acknowledges support of the B2 Program in their publications and registers them in PubMed central, and provides reporting details requested by the Program Directors and B2 Administrator.
- (9) I commit to professional development to grow as a mentor. This will include attending four Entering Mentoring discussions in the B2 Skills for Success Seminar annually, engaging in follow-up discussions with my trainee to invite discussion of how our mentoring relationship might be improved to meet their goals, and completing a Mentoring Competency Assessment annually.
- (10) I commit to learning that advance my knowledge and institutional goals related to diversity, equity, and inclusion. This will include devoting 5 hours annually to DIE learning through organized training and/or engagement in diversity-oriented seminars, discussion groups, committees, or institutional activities.
- (11) I acknowledge I will be asked to review my efforts in this regard for the B2 program renewal each year, and that the B2 trainee(s) that I mentor will be asked to comment on the training that I have provided. I understand that Program Directors are available to offer guidance on all aspects of this Mentor Compact.

*Trainee Signature and Date*

*Mentor Signature and Date*