

## **Mentoring Academy Agreement Form**

Your acceptance to serve as a mentor requires that you agree to comply with the policies set forth by the Morehouse School of Medicine Mentoring Academy. Complying with these policies will require full disclosure of any conflict relationships and acceptance of Mentor expectations. Please sign and return the Mentoring Agreement Form.

Our goal is to provide effective, sustainable mentoring to the faculty at MSM.

One of the cornerstones of any mentoring program is a policy that provides governance and guidance in the delivery of services.

### **What is Mentoring?**

Mentoring refers to a dynamic, collaborative, reciprocal, and sustained relationship

effective listening and dialogue are essential. There are many roles and responsibilities that contribute to an effective mentoring relationship:

### **Mentors**

Facilitate mentee's learning and intellectual growth  
Provide skills and make needed resources available  
Provide guidance  
Provide feedback  
Evaluate the mentee's plans  
Maintain confidentiality  
Maintain regular contact

### **What can derail a mentoring relationship? Lack of effective communication**

The RCMI Faculty Mentoring Academy has created a network of mentors to assist in the development of MSM faculty. This team-mentoring model provides benefits for the mentee as he/she learns multidisciplinary methods of discovery and for the mentors as they have the opportunity either to bring fresh perspectives to the research question they are examining or to be exposed to new approaches or techniques. The Mentoring Academy is promoting the development of this team mentoring through the conduct of multidisciplinary research, where appropriate, and to the use of team mentoring for mentees.

## **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 per month of the entire mentoring team and the mentee.
2. The mentoring team must participate in the one-day team mentoring training retreat to obtain or enhance skills in team mentoring.
3. 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

**Great mentors can be made with time, experience, wisdom and generosity.**

**I agree to support The Mentoring Academy as outlined above.**

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Mentoring Academy Member's Name (Please print)

\_\_\_\_\_  
Mentoring Academy Member's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Program Director's Name (Please print)

\_\_\_\_\_  
Program Director's Signature

\_\_\_\_\_  
Date