

Mentoring Philosophy and Compact

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I. Mentoring Overview

I am Principal Investigator of the RKJcollab, a computational laboratory that strives to impact population health by leading high-quality, consequential research at the intersection of epidemiology and precision medicine. Our team's expertise in epidemiology, biostatistics, bioinformatics and computer science, and genetics/genomics provides a multidisciplinary and engaging mentoring environment. My diverse experiences working as an educator (since 2007), a graduate-/post-graduate-level trainee (2013-2021), and a faculty member (since 2021) have significantly shaped my mentoring approach and expectations. I believe that mentoring:

- is a partnership requiring investment from all involved parties and resulting in shared ownership of mentoring outcomes.
- should align with and reinforce our values.
- occurs in a variety of formats including formally and informally, peer-to-peer and near-peer, and between all members of an investigative team (trainees, staff, faculty).

II. What you can expect from me

- **Investment in your development and success.**
 - *Trainees:* I will meet with you one-on-one regularly. The frequency of these meetings ranges from monthly to weekly depending on trainee level and program progression.
 - I will advocate for you in my sphere of influence to cultivate opportunities that advance your training and career goals.
 - I will advise you in problem solving, goal setting, navigating your scientific training, and career development.
 - I will provide opportunities for you to connect with other scientists through collaborator meetings and/or attendance at scientific or professional meetings.
 - I will be a resource and champion for you after you leave the RKJcollab by writing letters of recommendation, providing advice, and helping you network.
- **Individualized mentorship.**
 - I will get to know you through formal and informal interactions.
 - I will help you identify your strengths/assets and understand their value in our team, your scientific training, and your career goals.
 - I will help you identify your weaknesses/growth areas and develop and implement plans to improve them.
- **Optional: What else do you expect from me?**

III. What I expect from you

- **Investment in your development and success.**
 - You will reliably show up and work hard toward your goals and the RKJcollab shared goals.
 - You will actively and openly participate in RKJcollab meetings and activities.
 - You will engage with our research group and the broader research community on campus.

- You will stay current in the relevant scientific literature, resources, and practices.
- You will present your research to others by publishing scientific articles, presenting at meetings, and/or sharing computational tools
- You will be the primary driver of your research responsibilities, training, and career development with my support. This type of ownership and initiative includes coming prepared to meetings, being curious/asking questions, managing and organizing your time and task list, asking the team for help when stuck.
- **Growth mindset.**
 - You will take advantage of opportunities to further your scientific training and career development. This includes identifying and participating in program-, campus-, and/or national-level research seminars, workshops, conferences, or scholarships.
 - You will share ideas and critiques of RKJcollab research products (grants, manuscripts, code repositories/apps).
 - You will celebrate successes and address shortcomings for yourself and other members of the RKJcollab.
 - You will solicit and be responsive to feedback on your laboratory responsibilities, scholarly training, and career development activities.
- **Optional: What else do you expect from yourself?**

IV. Shared Expectations

- **Professional and collaborative conduct.**
 - We will work ethically, professionally, and with integrity.
 - We will work hard for the good of science and all members of the RKJcollab.
 - We will communicate frequently and honestly, even if the topic is difficult.
 - We will follow RKJcollab norms and procedures.
- **Leading by example.**
 - We will contribute our unique skillset to positively impact team culture and environment.
 - We will engage continually in teaching and learning.
 - We will maintain an environment that is inclusive, accessible, and respectful of diverse identities.
 - We will take time off and be digitally unavailable.

V. Compact and Signatures

I agree to and will abide by these expectations during my time with the RKJcollab.

Mentee Name _____

Mentee Signature _____

Date _____

Mentor Name _____

Mentor Signature _____

Date _____

If applicable

Co-Mentor Name _____

Co-Mentor Signature _____

Date _____