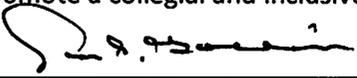


Clinical Center Mentor Functions*

1. Identify and help to facilitate support for the TTI's research
 - a. Internal sources of research funding
 - b. Core facilities
 - c. Potential collaborators
 - d. Administrative support
 - e. Research interest groups, journal clubs, seminar series
 - f. Key personnel who can troubleshoot issues and advise on administrative "red tape" solutions
2. Explain criteria for promotion to tenure status, advise on methods for meeting these criteria, and regularly discuss mentee's progress toward tenure
3. Provide coaching and feedback on public presentation of research findings via practice talks, manuscript(s) reviews, and practice in preparing grants
4. Recommend opportunities for networking
5. Directions for attracting to the TTI's group students and postdocs
6. Recommend and train the TTI as reviewer for journal submissions, as a conference speaker, etc.
7. Introduce TTI to prominent researchers in his/her field
8. Nominate TTI for awards when appropriate
9. Discuss tacit rules of the TTI's organization and profession
 - a. Identify which service activities are valued most by tenure and promotion committees
 - b. Discuss how to negotiate for more resources
 - c. Identify which scientific research conferences to attend for maximal exposure and networking
10. Facilitate informal opportunities to connect with both peers and more senior members of the TTI's organization
11. Provide support when the TTI experiences failure or rejection
12. Share the mentor's own career challenges and methods for success
13. Model professional behavior
 - a. Behave ethically in all professional roles
 - b. Deliver criticism privately and in a constructive manner
 - c. Offer guidance on how to appropriately respond to critiques of your work
 - d. Promote a collegial and inclusive work environment



John I. Gallin, M.D.
Chief Scientific Officer, NIH CC

3/11/20
Date

*Adapted from online mentor training module, "Optimizing the Practice of Mentoring," available via the Research Mentor Training webpage of the National Research Mentoring Network:
<https://nrmnet.net/mentorship-training-programs/>