**MCW Mentoring Program**

The Mentoring Program, supported by the MCW Office of Research, provides long-term, high-quality mentoring for research-intensive faculty from hire to first federal funding and through to grant renewal. The overall goal of the program is to increase sustainable grant success by faculty.

Mentees are designated by chairs and must have at least 60% effort directed towards research and have as their goal a career in funded basic, translational, and/or clinical research. Once mentees are identified, the Office of Research, through its Mentoring Oversight Committee, meets with the Chair and the Mentee to select a Mentoring Committee from the pool of mentors. Mentoring Committees typically have three members. Meetings between the Mentee and the Mentoring Committee are at six-month intervals and are scheduled for two hours. Mentees are responsible for scheduling the mentoring meetings, for selection of material to present at the meetings, and for incorporating suggestions into their program.

Mentors are experienced researchers with intimate knowledge of the NIH and other national funding agencies. Prior service on study sections is especially advantageous. The Office of Research maintains a faculty database that is used to identify potential mentors. The database contains research interest, experimental technologies, grant funding, and service on study sections. Mentors are encouraged to focus the mentee on research that will lead to funding. Mentor responsibilities include a critical approach, attendance at meetings, review of manuscripts, review of specific aims and grants, and, in the current funding environment, service through first grant renewal.

The key to the mentoring process is the series of Mentoring Committee meetings. These are focused on guiding the mentee to success. The mentee presentation reviews work to date and proposed directions. Mentors are instructed to look at both the big picture, the significance of the work, as well as the approach and innovation. Emphasis on grant mechanisms is encouraged.

The Mentoring Oversight Committee in the Office of Research is composed of 12 campus leaders in research. Members of the Committee have staggered terms. In the case of a new recruit, the Committee begins the process of working with the Chair and the Mentee to select a Mentoring Committee before the Mentee arrives on campus, with the goal of having a Mentoring Committee in place and working within 6 weeks of the recruit’s arrival. A designated member of the Mentoring Oversight Committee meets with the Mentee and their Mentoring Committee to review the Mentee and the Committee responsibilities. The Mentoring Oversight Committee is responsible for meeting with Chairs and Mentees, working with the Chairs and Mentees to select an appropriate Mentoring Committee, ensuring that regular meetings of the Mentoring Committee occur, monitoring the quality of the Mentoring Committee meetings, maintaining communication with the Mentee regarding the usefulness of the meetings, and ensuring that reports are generated and distributed to Mentee and Chair. Finally, the Mentoring Oversight Committee manages external review of NIH grants performed in a timely manner to permit mentee responses to the critique.