

**Baylor College of Medicine
Graduate School of Biomedical Sciences**

Compact Between Graduate Students and Their Mentors

This compact outlines the rights and responsibilities of students and mentors necessary for a high-quality graduate student training experience. It serves both as a pledge and a reminder to mentors and their graduate students that their conduct in fulfilling their commitments to one another should reflect the highest professional standards and mutual respect.

Core Tenets of Graduate Student Education and Training

BCM Commitment

BCM, the graduate faculty, and the Dean of the Graduate School of Biological Sciences are committed to maintaining the highest standards of training to ensure, that the graduate student can function independently as a scientific professional upon graduation.

Quality Graduate Student Education and Training

The goal of the pre-doctoral training period is for the graduate student to acquire the skills necessary to become an independent scientist. Graduate students should be educated by the mentor to independently formulate meaningful hypotheses, design and conduct interpretable experiments, adhere to good laboratory practices, analyze results critically, understand the broad significance of their research findings, and uphold the highest ethical standards in research.

Importance of Mentoring in Graduate Student Training

Effective mentoring is critical for graduate student training. A good mentor builds a relationship with the graduate student characterized by mutual respect and understanding. Attributes of a good mentor include: being approachable and accessible, listening effectively, providing encouragement and constructive criticism, and offering expertise and guidance.

Compact Between BCM Graduate Students and Their Mentors

The student and mentor both agree to:

- Ensure that a mutually agreed upon set of expectations are in place at the outset of the graduate student training period and are reviewed and revised periodically.
- Develop a research project that includes well-defined goals and timelines.
- Maintain a relationship that is based on trust and mutual respect.

The mentor agrees to:

- Provide my graduate student with guidance and mentoring and seek to improve my mentoring skills by participation in faculty development workshops and programs
- Provide a training environment that is suited to the individual needs of my graduate student in order to ensure personal and professional growth.
- Ensure that my graduate student has sufficient opportunities to acquire the skills necessary to become an expert in the chosen field of study.
- Provide my graduate student with regular feedback (at least once per month) on his/her performance and, in consultation with the thesis advisory committee, provide a formal written evaluation of my graduate student's progress at least twice annually.
- Ensure that the research performed by my graduate student is submitted for publication in a timely manner and that my graduate student receives appropriate credit for the work performed. I will also acknowledge the contribution of my graduate student to the development of any intellectual property.

The student agrees to:

- Perform my research conscientiously, maintain comprehensive research records, and catalog and store tangible research materials.
- Assume progressive responsibility and management of my research project(s) as it matures and stay abreast of the literature related to my field of research.
- Seek regular feedback (at least once per month) on my performance from my mentor and take responsibility for setting up meetings at which I will receive formal written and oral guidance and evaluation from my Thesis Advisory Committee at least twice annually.
- Work with my mentor to submit research results for publication in a timely manner.
- Leave behind all original notebooks, computerized files, and tangible research materials so that other individuals can carry on related research after I graduate.

We agree with the overall goals of this compact

sign and return to the Graduate School of Biomedical Sciences Alkek N204.

	Printed Name	Signature	Date
Student	_____	_____	_____
Mentor	_____	_____	_____

This document is based on the Compact between Postdocs and their Mentors prepared by the National Postdoc Association and the AAMC.