Introduction
The scientific mentoring program is intended to be a useful way of helping faculty member’s advance in their research careers. Mentorship involves establishing connections and relationships between junior scientists and established CABHR investigators. The ultimate goal of these relationships is the production of high quality science. A major aim of the relationship, however, is to facilitate study planning, implementation and data collection of related to extramurally funded research projects. The relationship also involves support for the preparation of scientific publications and conference abstracts. The relationship will also facilitate connections between the mentee and other scientists who can potentially enhance the quality and breadth of the mentees scholarship. An outline of the responsibilities of the CABHR, the mentor and the mentee are spelled out in greater detail below.

Responsibilities of the Scientific Leadership Team
As soon as the center scientist appointment is made, the scientific leadership team will discuss the assignment and matching of a mentor based on fit and availability. For faculty appointed as Associate Professor or Professor, assignment of a mentor may be less critical, but highly encouraged to serve as a means of acclimating all new scientists to CABHR. Mentors will be matched with faculty based on substantive research interests and experience with developing extramural proposals and publications. Members of the Scientific Leadership will play an active role in recruiting mentees via ongoing networking. Possible mentee collaborations will be discussed at CABHR Scientists meetings.

The Responsibility of the Scientific Mentor
The scientific mentor is expected to contact the mentee to set up the first meeting, at which both parties should reach a clear understanding of what they expect from each other. Although the role of scientific mentor is an informal one, mentors should be accessible. They should read and respond to materials prepared by the mentee in a timely manner. They should edit and provide feedback on drafts of written materials, forward information about funding opportunities and introduce mentees to potential collaborators. The mentor generally serves in a supportive role, providing the mentee with ongoing guidance and constructive criticism.
Summary of Responsibilities of the Scientific Mentor:
- Familiarize mentees with other funded research projects that may be of interest.
- Introduce mentees to colleagues who share substantive research interests.
- Provide constructive criticism and encouragement regarding ongoing research activities.
- Assist mentees with the process of moving their research ideas into a formalized proposal for submission for extramural funding.
- Assist mentees with sorting out priorities—budgeting time, balancing research, teaching, and service.

The Responsibility of the Scientific Mentee
After a mentor-mentee relationship has been established, the mentee should follow through to ensure that ongoing contact with the mentor occurs by scheduling regular meetings or phone calls. In consultation with the mentor, the mentee should develop a set research priorities or goals and a timeline for fulfilling them. He or she should also take the initiative in developing first drafts of proposals and manuscripts about which consultation is being sought. The mentee should keep his or her mentor informed of any problems, concerns or roadblocks as they arise. When input is desired in the preparation of grant proposals, mentees should provide the mentor with sufficient lead time to allow for a comprehensive review of written materials. The mentee should be comfortable with sharing his or her scientific process not only with the mentor but other CABHR scientists.

Summary of Responsibilities of the Scientific Mentee
- Ensure ongoing contact with mentor
- Develop set of research priorities and a timeline for fulfilling them.
- Prepare first drafts of manuscripts and proposals.
- Take the initiative to ask for feedback on written materials.
- Keep mentor informed of problems and roadblocks
- Be willing to share progress with other CABHR scientists.

How Do I Become Involved as a mentor or mentee?
All mentors and mentees must be CABHR Scientists. If you are interested in becoming a scientist, email Mary Heller at mheller@uwm.edu to request the Scientist application.