



## **MENTORSHIP PROGRAM:**

The role of mentor is one of the most important components of the ACNP Education and Training Committee, Women's Task Force and Under-represented Minority Task Force. As in years past, the mentorship opportunity for travel awardees, early career women and under-represented minorities continues to be an essential part of the ACNP annual meeting experience for these individuals, who are early in their research career. Mentors play a key and invaluable part of the part of the mentorship program's success. We are excited to offer this experience to all early career researchers in attendance this year. As a mentor, you will serve as a guide throughout the meeting, giving the mentee a familiar face to connect with at various functions during the meeting. This program is not only valuable for our early career researchers, but a rewarding experience for the mentors as well. This is a great opportunity to make a lasting difference, help early career professionals avoid obstacles and assist in helping them make smart career decisions.

## **WHO CAN BE A MENTOR?**

ACNP Members, Fellows, Emeritus and Associate Members can be mentors.

## **WHO ARE CONSIDERED MENTEES?**

### **ACNP Travel Awardees:**

The Education and Training Committee coordinates the processes and activities of the Travel Awardees by securing grants to support the Travel Award program, solicit applications for the awards, select speakers for the Travel Award events and many other facets of leadership in developing future leaders in the field of neuropsychopharmacology.

### **Early Career Women:**

The ACNP Women's Task Force: coordinates the initiatives of Early Career Women by defining ways to incorporate and advance young women in the College.

### **Under-Represented Minorities:**

The Under-Represented Minority Task Force coordinates the initiatives of Under-represented Minorities by promoting diversity within the College at all levels.

## **MENTORSHIP RESPONSIBILITIES:**

### **A Guide to be a Successful Mentor:**

Gauging what mentees want and/or need from a mentor is often difficult. Frequently, awardees and early career investigators have only a vague idea of their career path, making specific mentorship challenging. To assist in building a strong mentor/mentee relationship, mentors should consider the following recommendations. To continue to enhance mentor-mentee interactions, the ACNP will request feedback from mentees annually and will provide an annual report to mentors and to Council.

### **Mentor Responsibilities:**

1. Prior to the annual meeting, mentors should:

- a. Establish contact with their mentee(s) by email or phone so mentors have time to get to know the mentee and understand their career goals and path. Ask the mentee for his or her CV so you can help the mentee decide who to meet at the annual meeting.

2. During the annual meeting, mentors should:

- a. Meet with their mentees during 2 to 3 occasions and venues (e.g. breakfast, lunch, opening reception, posters, etc.) to have the time to get to know their mentee. Mentors should be enthusiastic and engaged with their mentees.
- b. Introduce their mentee to at least 2-3 senior investigators with similar scientific interests. The senior investigator should be someone who is able to assist the mentee with career development because of their scientific expertise or acumen. When you introduce the mentee, it is helpful to be able to describe in 1-2 sentences who the mentee is currently working with, what their interests are and how the senior colleague might be helpful (if relevant).
- c. If you are a mentor of a Travel Awardee, plan to attend all Travel Award functions.
- d. Attend the poster or oral presentation given by their mentee and provide constructive feedback.

3. After the annual meeting, mentors are encouraged to:

- a. Maintain the mentoring relationship with at least one follow-up phone call and/or email.
- b. Assist mentees in obtaining invitations to attend future annual meetings. This may include formulating proposals for oral presentations at the annual meeting.
- c. Encourage and provide guidance to their mentees on how to become a member of the College and participate in committees.