

Graduate Mentor/Mentee Compact

Embarking on a PhD journey is as much about personal growth as it is about academic achievement. Success in graduate school involves cultivating a mindset that embraces challenges, views setbacks as learning opportunities, and balances diligent work with mindful pacing—*festina lente*, or “make haste slowly.” This principle underscores the importance of thoughtful, deliberate progress in both research and personal development. As a graduate student, it is crucial to integrate learning with well-being, recognizing that sustainable success is built on a foundation of balance, ethical conduct, and continuous growth.

The relationship between a mentor and mentee is central to this journey. It should be characterized by mutual respect, open communication, and a shared commitment to both academic and personal development. In this compact, the expectations outlined reflect a holistic approach to the graduate experience, where both mentor and mentee are dedicated to fostering an environment that supports intellectual curiosity, professional advancement, and personal well-being. This compact aims to create a culture where growth is deliberate and progress is measured, ensuring that both parties thrive throughout the PhD process.

This compact establishes a mutual understanding between the mentor and mentee, outlining expectations that emphasize a balanced approach to academic and personal development, guided by the principle of *festina lente*—thoughtful, deliberate progress.

Mutual Respect and Professionalism

- **Mentor:** Foster an environment where the mentee feels respected, valued, and encouraged to develop both academically and personally.
- **Mentee:** Engage with professionalism and openness, viewing challenges as opportunities for growth and development.

Clear Communication

- **Mentor:** Maintain consistent and transparent communication, providing feedback that supports the mentee’s development in a thoughtful and measured manner.
- **Mentee:** Communicate openly about progress, challenges, and goals, using feedback as a tool for deliberate and continuous improvement.

Defined Expectations

- **Mentor:** Set clear, realistic expectations that encourage steady, thoughtful advancement in both research and personal growth.
- **Mentee:** Embrace these expectations with a focus on learning, pacing your efforts to ensure meaningful progress and deep understanding.

Intellectual Freedom and Independence

- **Mentor:** Support the mentee in exploring new ideas and intellectual challenges while providing guidance that encourages careful, reflective decision-making.
- **Mentee:** Pursue intellectual independence with a mindset that balances curiosity with thoughtful consideration and measured progress.

Work-Life Balance and Well-being

- **Mentor:** Promote a balanced approach to work and life, understanding that personal well-being is essential for sustained academic and professional growth.
- **Mentee:** Prioritize well-being alongside academic pursuits, recognizing that long-term success is built on a foundation of balance and self-care.

Ethical Research Conduct

- **Mentor and Mentee:** Commit to upholding the highest ethical standards in all research activities, ensuring integrity in data management, publication, and collaboration.

Career and Personal Development

- **Mentor:** Provide opportunities that support the mentee's growth, both in career and personal domains, encouraging steady, deliberate progress.
- **Mentee:** Actively seek out and engage in opportunities for growth, understanding that professional and personal development are interconnected and ongoing.

Conflict Resolution and Growth

- **Mentor and Mentee:** Address conflicts as opportunities for growth, approaching them with empathy, understanding, and a commitment to mutual development. Conflicts should be seen as natural parts of the learning process, with resolutions aimed at strengthening the relationship and fostering deeper insights.

Commitment to Diversity and Inclusion

- **Mentor and Mentee:** Cultivate an inclusive environment that values diverse perspectives, recognizing that diversity enriches both intellectual and personal growth.

Confidentiality

- **Mentor and Mentee:** Ensure confidentiality in all sensitive matters, allowing for open and honest communication that supports continuous development.

Please, add more tips or suggestions that you would like to see in your work with each other.

Sign and date below, and return completed form to GSBSE@maine.edu:

Mentor Name: _____
Signature: _____
Date: _____

Mentee Name: _____
Signature: _____
Date: _____