

Developing Shared Expectations: Co-mentoring Triads

This document is designed for students jointly co-mentored by two faculty members (a mentoring triad). This document provides a framework for facilitating best practices for mentoring triads in conjunction with use of Developing Shared Expectations for managing the one-on-one mentoring. Triads offer many potential advantages, but can also bring distinct challenges. These questions focus on the latter to provide triads an opportunity to clarify expectations in the mentoring relationship.

1. Co-Mentor Responsibilities

Is there a primary mentor or do both mentors equally share responsibility for the mentee?

2. Meetings

How frequently and where will the triad meet? Will meetings be held with each member physically present?

3. Developing Shared Expectations

Will the mentee complete Developing Shared Expectations with each mentor?

4. Funding

In cases where funding for the mentee is not clearly defined in each semester by the program, which mentor takes responsibility for determining how the student will receive funding in a particular term.

5. Reconciling Suggestions

If conflicting advice is given by the two mentors, what is the procedure for reconciling the suggestions?

6. Authorship Expectations

In fields where co-authorship with the mentor is typical, what are the expectations around authorship for both mentors on each project (for example, corresponding author status, author order, etcetera)?