



## Mentorship Agreement

### VM610 Foundations of Veterinary Medicine I

#### Purpose

The DVM mentorship program at CSU helps veterinary students build relationships with veterinary professionals. Mentors provide students with broad-based opportunities for greater learning; potential for clinical/lab experience, career planning, introduction to practice management, and support in development of personal life skills throughout their time in the DVM program, and after graduation.

A strong mentorship may include:

- A role-model
- Well-being
- Career planning
- Work-life balance
- Emotional support
- Clear performance-based goals
- Practical hands-on clinical and laboratory skills
- Information and resources for practice management
- Guidance in navigating professional and personal challenges
- Increased competence, confidence, and self-worth
- Personal and professional exploration, discovery, and growth

#### Mentor Role and Responsibilities

Successful mentoring relationships offer meaningful learning experiences outside the classroom and opportunities for professional development, networking, and exchange of ideas. Further, these relationships, when effectively developed and maintained, ensure that students have a source for advice, guidance and support as they navigate personal and professional decisions and challenges. When these things occur, the outcome is a richer professional network, refined communication skills, a smoother transition from academics to career, enhanced exploration of professional opportunities, and ultimately optimized fulfillment. Mentors can be anyone in the veterinary field, or anyone related to a student's professional interests.

Responsibilities:

- May, but are not expected to, take on more than one mentee at any given time.

- Establish expectations of the mentoring relationship as soon as possible, because undefined expectations for the relationship may result in frustration and disappointment.
- Agree upon the communication method, location, frequency, and duration of meetings.
- Create a safe risk taking environment.
- Ask probing and challenging questions.
- Provide honest and constructive feedback to the student.
- Facilitate the growth of the student through support, challenge and new perspectives.

## Student Role and Responsibilities

Students are to complete a combined total of four hours of experience with their mentor(s) each semester. The time requirement is encouraged to be completed in person, but can also be completed via phone and/or email. If a student has multiple mentors, the time requirement can be split between mentors. Students are encouraged to have 2-3 mentors, in order to meet all of their objectives.

### Responsibilities

- Initiate and maintaining regular contact with a mentor.
- Establish expectations of the mentoring relationship as soon as possible, because undefined expectations for the relationship may result in frustration and disappointment.
- Agree upon the communication method, location, frequency, and duration of meetings.
- Manage the relationship, use the mentor's time wisely, do the necessary homework, be prepared with specific questions for the mentor.
- Create clear and specific learning goals, including objectives, timeframes, and outcomes.
- Share these and the "mentorship log" with the mentor.
- Define how the success of your learning goals are measured, document specific measures of success, and share these with the mentor.
- Discuss progress and address any challenges.
- Be open to and apply the mentor's feedback.

We are both voluntarily entering into this partnership. We have read and agreed to the responsibilities listed above. Any sensitive issues that we discuss will be held in the strictest of confidence. In the event that either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honor that individual's decision without question or blame. This mentorship relationship will continue as long as both parties feel comfortable with its productivity.

See DVM Mentorship Program website: <http://csu-cvmb.colostate.edu/dvm-program/Pages/dvm-mentorship-program.aspx>