**UF CTSI Mentor Academy Syllabus**

The UF CTSI Mentor Academy involves eight discussion sessions addressing best practices in mentoring and is based on a curriculum that has been shown to produce significant improvements in mentor skills and behaviors in a multi-site randomized-controlled trial (Pfund et al., 2013; Pfund et al., 2014). The Mentor Academy employs an active learning model, which encourages participant engagement and experiential learning. This program is designed to help faculty develop best practices in mentoring. The curriculum focuses on six mentoring competencies: (a) maintaining effective communication; (b) aligning expectations; (c) assessing understanding; (d) addressing diversity; (e) fostering independence; and (f) promoting professional development. The program is designed to provide active learning in small groups, including reflection on case studies and performance activities, so that participants attain the targeted competencies.

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| Date | Topic | Presenter |
| Session 1 | Introduction to Mentor Training   * What is mentoring? * Qualities of Good/Bad Mentors * Individual Development Plans | Roger Fillingim |
| Session 2 | Having Difficult Conversations in the Mentor:Mentee Relationship | Linda Searby |
| Session 3 | Communication Skills | Mark Searby |
| Session 4 | Ethics & Professionalism in Mentoring | Mildred Maldonado |
| Session 5 | Aligning Expectations &  Assessing Understanding | Roger Fillingim |
| Session 6 | Fostering Independence and Promoting Professional Development | Roger Fillingim |
| Session 7 | Diversity, Equity & Inclusion in Mentoring | Joe Larkin |
| Session 8 | Articulating Your Mentoring Philosophy & Plan;  Wrap-Up and Graduation | Roger Fillingim |

Pfund, C., House, S., Spencer, K., Asquith, P., Carney, P., Masters, K. S., . . . Fleming, M. (2013). A research mentor training curriculum for clinical and translational researchers. *Clin Transl Sci, 6*(1), 26-33.

Pfund, C., House, S. C., Asquith, P., Fleming, M. F., Buhr, K. A., Burnham, E. L., . . . Sorkness, C. A. (2014). Training mentors of clinical and translational research scholars: a randomized controlled trial. *Acad Med, 89*(5), 774-782.