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NIH Training Grants: Description of Mentor Training in Program Plan

NIH released notice entitled "[NOT-OD-24-129: Updates to NIH Institutional Training Grant Applications for Due Dates on or After January 25, 2025](#)" which details changes to upcoming training grant applications. This GCO guidance addresses one of the changes, which is the new requirement for a description of mentor training in the program plan. Below is an excerpt from the notice regarding this requirement.

In the Parent T32 Program Plan (Program Faculty section) applicants will be expected to describe both (a) the faculty participants and (b) planned mentor training and oversight. This should include a description of:

- How the participating faculty are trained to ensure the use of evidence-informed mentoring practices that promote the development of trainees from all backgrounds (including trainees from groups underrepresented in the biomedical sciences).
- Mechanisms to monitor mentoring, including oversight of the effectiveness of the trainee/participating faculty match, and a plan for removing faculty who continue to display unacceptable mentorship qualities from the training program.

Below is suggested language that addresses the first bullet point above on training of participating faculty.

The second bullet point on mentor monitoring is specific to the training grant Principal Investigator.

Suggested Language for Training of Participating Faculty:

The Office of Faculty Development offers faculty mentor training through a new workshop called *Mentorship for Mutual Success: Strategies for Mentoring Excellence in Science*. This workshop is offered twice a year and consists of four 90-minute live sessions based on an empirically tested mentoring curriculum developed by the acclaimed Center for the Improvement of Mentored Experiences in Research (CIMER) at the University of Wisconsin-Madison. The curriculum was adapted for the Mount Sinai environment and is administered by CIMER-trained ISMMS faculty Facilitators who have also completed other mentor training programs. The curriculum is a discussion-based interactive course designed to teach faculty how to mentor in a culturally responsive manner and covers themes including aligning expectations between trainees and mentors, addressing equity and inclusion, building and communicating a mentoring philosophy and plan, initiating and maintaining effective communications, promoting mentee research independence and professional development, and fostering well-being of trainees. The goals of the program include to provide faculty with a forum for discussing mentoring challenges, expose faculty to best practices in mentoring, and to cultivate and promote a culture of strong mentorship for trainees at Mount Sinai.

The mentor training program represents a new initiative beginning in 2023 by the Graduate School of Biomedical Sciences. This training is now required of all faculty who mentor PhD students or post docs in the Graduate School of Biomedical Sciences. By 2026, all faculty who mentor either graduate students or postdoctoral trainees in their laboratories will be required to have completed mentor training. Participants include faculty at all levels, from Assistant Professors who have just started their research programs at Sinai to tenured Professors who have many years of mentoring experience.

Suggested Language for Mechanisms to Monitor Mentoring:

PI's discretion

Contact Information:

Please contact Associate Professor and Director of Mentorship Enrichment [Dr. Ki Goosens](#) if you need your mentors to complete training by a specific date, if you would like data on the proportion of your participating mentors who have already completed mentor training, or if you have any additional questions.