

Digest Ten – September 2025

Theme: Mentor/Fellow Agreement

The Mentor/Fellow Agreement is an important tool for Fellows to define their goals for the Fellowship and beyond.

Cohort Discussion:

Fellows and their mentors are encouraged to review previously developed individual Mentor/Fellow Agreements to determine if they are still relevant. If a Fellow has never completed a [Mentor/Fellow Agreement](#), consider doing so at your next meeting or setting a time to discuss one-on-one. The agreement should include SMART goals, which inspire action and enable growth and will assist in evaluating the ongoing successes of the mentoring relationship and the evolution of Fellows' growth.

Consider reviewing this page from LinkedIn titled, [How to Help Employees Set SMART Goals for Professional Development](#), as a group while creating or revisiting individual Mentor/Fellow Agreements.

Cohort Activity:

Spend time during a cohort meeting deliberately thinking about goals and updating or recording for the first time in the [Mentor/Fellow Agreement](#). Cohort members may choose to discuss their agreements as a group or in one-on-one conversations with their mentors. The Mentor/Fellow Agreement should be submitted to the Mentor. At future meetings, reference these agreements, especially as the Fellowship cohort gets close to its end, to ensure Fellows are on track with their goals.

We hope this guiding activity will facilitate a productive discussion. Please contact the NYSPHC Mentorship Workgroup by emailing NYSPublicHealthCorps@health.ny.gov if you have questions or comments, or if you have a monthly theme you would like to suggest.