

Summary of Formative First Year Intern-Mentor Pairs Evaluation of the Southern California Bioinformatics Summer Institute held at California State University, Los Angeles during summers 2003-2005. A total of 27 intern-mentor pairs responded to the survey over the three year period; 8 in 2003, 5 in 2004 and 14 in 2005.

- 459 total items were rated in common between mentors and interns (17 items X 27 intern/mentor pairs)

- There were a total of 111 disagreements between the pairs (24%); the range for a given pair was 1-10 disagreements. 10 (9%) of these disagreements were attributable to a single mentor and intern pair where the intern failed to supply answers regarding work ethic and mentor responsibilities.

- 76 disagreements (68% of the total) between 25 intern-mentor pairs were on items related to strengths and weaknesses of the intern, how the weaknesses were addressed and whether the intern used their own time to make up for deficiencies. In n=57 or 75% of the cases, the intern perceived a deficiency when the mentor did not and/or rated themselves more harshly than did the mentor. In n=13 or 17% of the cases, the mentor identified a deficiency, when the intern did not and/or rated the intern more harshly. In n=4 or 5% of the cases the interns and mentors identified completely different weaknesses or mechanisms used to address weaknesses and in n=2 or 3% of the cases the mentor did not know whether the interns were using their own time to make up for deficiencies.

- 12 disagreements (11%) were on items related to the interns' work ethics. Again, the interns rated themselves more harshly than did the mentors.

- The final 13 disagreements (12%) were on items related to the mentors' responsibilities. In 11 cases the mentors perceived that they had made work place rules and expectations about the project clear and/or had provided help to the intern, but the interns did not. In one case the intern gave the mentor the higher rating and in a single case the disagreement was a result of a mentor failing to supply an answer to a question.