**Postdoctoral Researcher Mentoring Plan**

*The following mentoring plan is provided as an example; however, the specific mentoring plan a PI develops should fit the project, the school’s goals, and the needs of the postdoctoral researcher(s) to be mentored.*

One postdoctoral researchers will be funded on this project. The postdoctoral researcher’s development will be enhanced through a program of structured mentoring activities. The goal of the mentoring program will be to provide the skills, knowledge and experience to prepare the postdoctoral researchers to excel in their career path. To accomplish this goal, the mentoring plan will enhance the postdoctoral experience, by providing a structured mentoring plan, career planning assistance, and opportunities to learn a number of career skills such as writing grant proposals, teaching students, writing articles for publication and communication skills. Specific elements of the mentoring plan will include:

***Scientific and technical skills***

• Postdoctoral researchers will contribute to research on…

• Postdoctoral researchers will work under my guidance and with assistance from senior lab members and faculty collaborators to develop… and technical skills necessary to carry out this research program.

• In the course of this research, the postdoctoral researchers will develop expertise in… These skills will have broad applicability to other areas of research and will be an immense benefit to postdoctoral researchers as they establish their own laboratories.

• Postdoctoral researchers will add to their scientific knowledge by reading and discussing scientific literature with me and other members of the lab and participating journal clubs and seminars related to this research.

***Career planning and professional development***

• I will work with the postdoctoral researchers to design an individual development plan describing their research, training, and career goals as well as the approaches they will take to achieve those goals. We will review and revisit this plan on a regular basis.

• I will meet weekly with the postdoctoral researchers to discuss their progress on research projects and to identify and resolve any difficulties carrying out their work.

• Postdoctoral researchers will be encouraged to attend workshops on responsible conduct of research, career opportunities, resume writing and interview skills.

***Communication skills***

• Postdoctoral researchers will improve their ability to communicate research findings by presenting and obtaining feedback on their research at regularly scheduled lab meetings.

• Postdoctoral researchers will also have an opportunity to present their research …

• Postdoctoral researchers will be encouraged to give poster and oral presentations during the

Experimental Biology annual meeting.

• I will help postdoctoral researchers enhance their writing skills by working with them to develop research reports and review articles.

• Postdoctoral researchers will be invited to join me in teaching a freshman seminar on our research topic. This will give them experience presenting complex scientific information to an audience of non-experts, and it will provide valuable teaching experience.

***Grants management***

• I will involve postdoctoral researchers in the preparation of new grant applications and competing renewals.

• I will encourage postdoctoral researchers to apply for independent research support, such as a National Science Foundation postdoctoral fellowship. I will provide guidance as they develop this grant application.

***Laboratory management***

• Postdoctoral researchers will be required to receive training in lab safety, animal care and use, and responsible conduct of research.

• Postdoctoral researchers will be involved in day-to-day management of lab operations (e.g., ordering laboratory supplies, overseeing the lab budget, maintaining research equipment and facilities, ensuring compliance with safety standards).

• Postdoctoral researchers will be involved in training and mentoring undergraduate and graduate students.

• Postdoctoral researchers will have a role in recruiting and interviewing new students and employees to the lab.

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral researchers through their Individual Development Plan, interviews of the postdoctoral researchers to assess satisfaction with the mentoring program, and tracking of the postdoctoral researcher’s progress toward their career goals after finishing the project.