

Sample Postdoctoral Researcher Mentoring Plan

NOTE: This is a SAMPLE. Please edit to meet the requirements of your specific project/postdoctoral researcher. The Postdoctoral Researcher Mentoring Plan can be a maximum of one page.

This Postdoctoral Researcher Mentoring Plan establishes guidelines for work to be performed by a Postdoctoral Researcher (PR) in support of the NSF <insert competition name> project, entitled "<title of project>." The PR assigned to the project will work in <PI name> laboratory.

1. Orientation will include in-depth conversations between the PI and the PR. Mutual expectations will be discussed and agreed upon in advance. Orientation topics will include (a) the amount of independence the PR requires, (b) interaction with coworkers, (c) productivity including the importance of scientific publications, (d) work habits and laboratory safety, and (e) documentation of research methodologies and experimental details so that the work can be continued by other researchers in the future.

2. Career Counseling will be directed at providing the PR with the skills, knowledge, and experience needed to excel in his/her chosen career path. In addition to guidance provided by <PI name>, the PR will be encouraged to discuss career options with researchers and other faculty at Marquette University and with former students and colleagues of <PI name>.

3. Experience with Preparation of Grant Proposals will be gained by direct involvement of the PR in proposals prepared by <PI name>. The PR will have an opportunity to learn best practices in proposal preparation including identification of key research questions, definition of objectives, description of approach and rationale, and construction of a work plan, timeline, and budget.

4. Publications and Presentations are expected to result from the work supported by the grant. These will be prepared under the direction of <PI name> and in collaboration with researchers at Marquette University as appropriate. The PR will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences.

5. Teaching and Mentoring Skills will be developed in the context of regular meetings within <PI name> research group during which graduate students and postdoctoral researchers describe their work to colleagues within the group and assist each other with solutions to challenging research problems, often resulting in cross fertilization of ideas.

6. Instruction in Professional Practices will be provided on a regular basis in the context of the research work and will include fundamentals of the scientific method, laboratory safety, and other standards of professional practice. In addition, the PR will be encouraged to affiliate with one or more professional societies in his/her chosen field.

7. Technology Transfer activities will include regular contact with researchers at Marquette University. The PR will be given an opportunity to become familiar with the university-industry relationship including applicable confidentiality requirements and preparation of invention disclosure applications.

8. Responsible Conduct of Research training will be required of all PRs. Marquette University has a plan to provide appropriate training and oversight in the responsible and ethical conduct of research to postdoctoral researchers participating in the proposed research project. The full plan is available for review upon request.

9. Success of the Mentoring Plan will be assessed by monitoring the personal progress of the PR through a tracking of the PR's progress toward his/her career goals after finishing the postdoctoral program.