**SAMPLE Postdoctoral Mentoring Plan**

One postdoctoral research position will be funded for this project. The postdoctoral researcher’s development will be cultivated through structured mentoring activities. The goal of the mentoring program is to provide the skills, knowledge and experience to prepare the postdoctoral researcher to excel in his/her career path. To accomplish this goal, the PI will conduct mentoring activities with the postdoctoral researcher to enhance the postdoctoral experience, by providing structured mentoring activities, career planning assistance, and opportunities to learn a number of career skills. Specific activities of the mentoring plan will include:

Regular meetings with the PI to assess the progress of the postdoctoral researcher through her/his development and progress, to assess satisfaction with the mentoring program, and to track progress toward his/her career goals.

Participation in educational seminars and workshops on teaching and learning.

Attendance at professional development workshops and seminars, especially those related to topics such as responsible conduct of research, conflict of interest, data acquisition and ownership, peer review, responsible authorship, and research misconduct, as well as topics such as seeking grant proposals, teaching students, writing articles for publication and communication skills.

Travel to technical conferences, with the goal that the postdoctoral researcher presents a poster or paper at the conference.

Regular interaction and participation in meetings with postdoctoral fellows and graduate students within the department and the college, along with participation in regular research group meetings with the PI.

Individual consultation on identification of research funding opportunities and preparation of competitive grant proposals, offered by Ohio University’s Office of Research and Sponsored Programs and by the Russ College of Engineering and Technology.

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral fellow, interviews of the postdoctoral fellow to assess satisfaction with the mentoring program, and tracking of the postdoctoral fellow’s progress toward his/her career goals after finishing the project.

**NOTES AND EXAMPLES POSTODC MENTORING PLAN**

***Be aware that NSF expects that each PI will tailor a mentoring plan best suited to his/her own laboratory and research program.*** However, we recommend that you address many or all of the following points:

You should indicate how frequently you meet individually with each post-doc to address the following areas:

a.       discuss research results,

b.      explicitly discuss his/her specific career goals

c.       [weekly, biweekly, monthly] lab meetings, in which post-docs have the opportunity to present and discuss their research with the rest of the laboratory.

3.      Indicate if you provide travel support for post-docs to attend regional, national, and/or international scientific meetings to facilitate their training and to provide networking opportunities.

4.      Indicate that you encourage/require your post-docs to attend relevant seminars and workshops on the [“Responsible Conduct of Research](http://depts.washington.edu/pdafrs/rcr.html)” (RCoR). The OPA website provides a listing of seminars, publications and other relevant materials that address RCoR. Examples you could list include the UW Department of Bioethics and Humanities sponsored program entitled “[Biomedical Research Integrity](http://depts.washington.edu/uwbri/)” (BRI) that explicitly addresses important issues of research integrity and research ethics. The BRI program was designed to meet the PHS requirement for instruction in the Responsible Conduct of Research in National Research Service Award Institutional Training Grants (NIH Guide, 1994), but is open to NSF fellows as well. The program annually covers the following topics: a) Conflict of interest, b) Data acquisition and ownership c) Peer review, d) **Responsible authorship and e) Research misconduct.** The [BRI website](http://depts.washington.edu/uwbri/) provides links to local and national policies, sample cases with discussion, and current articles. Attendance at required lectures and discussion sections is recorded and subject to PHS review. Attendance is also reported to department chairs and Principal Investigators to monitor their trainees' participation. As noted above, the program is now available to NSF post-doctoral trainees.

**5.      If relevant, you should also indicate that you require your post-docs to attend training programs that address ethical and safety issues related to** [Human Subjects research](http://www.washington.edu/research/hsd/training.html) **and** [use of laboratory animals](http://depts.washington.edu/auts/)**. The UW provides both ‘in person’ and/or web-based training modules for human subjects and animal use training requirements.**

6.      If your post-doc is interested in pursuing an academic career, you should help him/her identify workshops on grant proposal preparation, and/or register for class that offer training in proposal preparation. Such workshops are periodically offered through the School of Medicine and/or UW Libraries through the [Research Funding Service](http://healthlinks.washington.edu/rfs/services.html).

Taken from: <http://depts.washington.edu/pdafrs/uwmentoring.html>

Examples of mentoring activities include, but are not limited to:

* career counseling
* training in preparation of grant proposals
* publications and presentations
* guidance on ways to improve teaching and mentoring skills
* guidance on how to effectively collaborate with researchers from diverse backgrounds and disciplinary areas
* training in responsible professional practices

Investigators may seek to identify local resources and activities that provide mentoring opportunities (i.e. laboratory meetings and seminars, periodic individual meetings, participation in manuscript and grant proposal/preparation, etc.).

Taken from: <http://www.grad.wisc.edu/research/postdocs/postddocmentoring.html>