# **Postdoctoral Mentoring Plan**

The postdoctoral period is a critical transition from the relatively narrow focus of graduate school to the multidimensional demands and increased responsibility of faculty positions or other careers in science. This project will support <*one, two, #*> Postdoctoral Fellow who will be advised by the Principal Investigator <*NAME*>. This mentoring plan emphasizes preparation for research-oriented academic careers, but will be adjusted to the specific career goals of the individual who is hired.

The PI has mentored <*##*> post-doctoral researchers in <*his/her*> lab since 20XX, many of whom have gone on to a variety of careers <*describe if applicable, academic, research, industry, other career landing spots of post-docs*>

Our approach to postdoctoral mentoring centers on treating Postdoctoral Fellows as colleagues, rather than students or technicians. We encourage Postdoctoral Fellows to take leading roles in project management and planning, and to formulate new research ideas that could spawn new proposals. Proposed mentoring activities include the following areas:

**Onboarding / Orientation**

In addition to the onboarding provided to all new Clark University employees, the PI will work with the Postdoctoral Fellow to ensure that all expectations, research plans, and aspirations are established and nurtured. <*PI NAME*> is always available for individual conversations and meetings in addition to weekly research group meetings that are held throughout the entire year. As a Clark employee, the Postdoctoral Fellow will have access to many benefits afforded the campus community including training, guest lectures, research, social and wellness opportunities.

**Career Counseling / Advising**

The Mentor will provide scholarly advice, mentoring, and career guidance to the Postdoctoral Fellow, who will also benefit from networking with research collaborators and colleagues of the PI research laboratory. The Postdoctoral Fellow will be encouraged to maintain a current and dynamic web-based presence through a personal website. We also encourage Postdoctoral Fellows to pursue activities that are not just derived from the PI’s interests, but also reflect and develop their own distinctive professional profile.

 **Publications and Presentations**

Postdoctoral Fellows are expected and encouraged to make regular presentations at national and international conferences and workshops, as well as to publish broadly. We encourage Fellow to actively participant as members of professional organizations and/or societies, such as <*name of discipline-specific org, e.g., American Physical Society*>. Research conducted in the lab will result in publications in scientific journals, and formal presentations given at workshops and conferences. The Postdoctoral Fellow will be involved in manuscript preparation and editing prior to submission. The Mentor will advise on effective presentations and provide funds when possible to cover travel and related costs for presentation opportunities.

**Grant Proposal Preparation**

The Mentor will advise the Postdoctoral Fellow on grant proposal preparation and grant management best practices. The Office of Sponsored Programs and Research is also available to assist with grant proposal preparation.

**Teaching and Mentoring Skills**

The PI’s weekly research group meetings foster collaborative work and the sharing of knowledge. The Postdoctoral Fellow will be encouraged, and will be given the opportunity, to co-mentor graduate and undergraduate student researchers in the lab, and on student research projects of mutual interest. Postdoctoral Fellows are often invited to participate in the PI’s courses as guest lecturers and receive feedback on their effectiveness.

**Diversity and Interdisciplinary Training**

Clark University is centrally located in New England, about one hour from Boston, and close to many other colleges and universities. This provides an opportunity for the Postdoctoral Fellow to engage in transdisciplinary and interdisciplinary work with collaborations across the university, regionally, and beyond. The Mentor will foster and encourage participation at regional meetings for further training and development.

**Professional Practice Training**

We view a Postdoctoral Fellow’s experience at Clark University as vital to their future success and training. Whether they choose to pursue research-oriented academic careers, or careers in industry and science, we strive to impart high levels of professionalism. A Postdoctoral Fellow is encouraged to be an independent researcher in the lab. In addition to the scientific method, training is provided in methods of laboratory safety, supply and equipment purchasing, time management, project planning, and inventory management.