**Postdoctoral Mentoring Plan – EXAMPLE** [Often limited to 1 page]

[DESCRIPTION OF POSTDOC ROLE IN PROJECT]

The **goal** of this mentoring plan is to provide the skills, knowledge, and experience to further Dr [NAME] to excel in his/her career path. To accomplish this goal, the mentoring plan will follow the overarching guidance of the [NAME] project, by providing a structured mentoring plan, career planning assistance, and opportunities to learn a number of career skills. Specific elements of the mentoring plan will include:

1. **Guidance**
2. Overview: Dr [NAME] and the project PI will meet and mutual expectations will be discussed and agreed upon in advance. Topics will include: (a) the degree of independence as compared to the grant-orientated expectations, (b) expected degree of interaction across the project group, (c) productivity, including the importance of scientific publications, (d) documentation and meta-data standards such that work achieved could be repeated by other researchers at a later date. Dr [NAME] will interact via both informal and formal opportunities. These meetings will include in-depth conversations between the University of Idaho faculty and undergraduate researchers. Project-wide expectations will be discussed between the Dr [NAME] and the wider team members. This will enable the format / timeline of deliverables agreed upon in advance. Based on these interactions, Dr [NAME] will develop his/her own **Individual Development Plan** that will include a timeline and list of mutually agreed deliverables that will be attained during the project funding.
3. Career Counseling and Mentoring Committee: The PI will meet with Dr [NAME] on a regular basis to provide guidance regarding his current position, potential training activities, and opportunities to build his professional skillset. Dr [NAME] will be encourage to establish a 3-4 person mentoring committee that will meet informally 1-2 times a year and provide informal and confidential guidance to the postdoctoral researcher on career advice, productivity, teaching styles, opportunities, and anticipated productivity / quality levels for a person in that discipline. The mentoring committee will follow the format and general guidelines already in place for tenure track faculty at the College of Natural Resources (University of Idaho). In addition to guidance provided by the PI, Dr [NAME] will be encouraged to discuss career options with researchers at the University of Idaho.
4. Diversity: The PI will encourage Dr [NAME] to enrich his/her professional portfolio through exposure to persons with a diversity of backgrounds, experiences, and concepts, via interactions with faculty in other disciplines.
5. **Opportunities**
6. Building Professional Connections: Dr [NAME] will be encouraged to network with visiting scholars who are leaders in their fields. Dr [NAME] will be provided with travel funds to attend at least two conferences or training courses per year. As available the postdoctoral researcher will be encouraged to take advantage of opportunities tonetwork with visiting scholars who are leaders in our fieldby having lunch or dinner with them when they give seminars or guest lectures.
7. Proposal Writing Experience: The PI will work with the research office to ensure that alternative funds can be allocated to enable the postdoc to gain the experience of submitting a proposal. Dr [NAME] will be encouraged attend workshops, such as NSF CAREER webinars, on how to write a successful competitive funding proposal. Dr [NAME] will be encouraged to attend trainings provided by the University of Idaho’s Office of Sponsored Programs on how to identify funding opportunities, develop research questions, methods, budgets, and timelines, and write competitive proposals.
8. Advising and Mentoring Experiences: To facilitate experience in mentoring students, Dr [NAME] will oversee the mentoring of 2 REUs and a doctoral student.
9. Teaching Experience: Dr [NAME] will be encouraged to develop and participate in a reading group for both faculty and undergraduate/graduate students associated with the project, to discuss and critique recent journal articles in the field and to discuss how to write and submit journal articles.
10. **Training**
11. Communication Skills: Several publications and presentations are expected to result from the project. Dr [NAME] will gain additional experience in leading the coordination and development of multi-disciplinary publications and will be encouraged to chair conference sessions.
12. Teaching and Mentoring Skills: The PI other faculty will discuss andragogical strategies with Dr [NAME]. Additionally, the PI and others will sit-in on instructional sessions developed and delivered by Dr [NAME] in order to provide constructive feedback.
13. Instruction in Professional Practices: The PI and the other faculty mentors will discuss topics such as scientific ethics, time management, and diversity with Dr [NAME].

Success of this mentoring plan will be assessed by tracking the progress of Dr [NAME] through (i) comparison of their program with respect to their Individual Development Plan, (ii) informal assessment and feedback to the mentor by Dr [NAME]’s mentoring committee, (iii) interviews with Dr [NAME] via annual evaluations, and (iv) tracking of Dr [NAME]’s progress toward his/her career goals after completion.