

Guide for Mentoring Plan for Postdoctoral Scholars

The following are provided to aid in preparation of the Mentoring Plan.

I. Action points recommended in the COSEPUP report (2000) for mentors

- Develop mechanisms for frequent and regular communication between postdocs and their advisers.
- Monitor and provide formal evaluations (at least annually) of the performance of postdocs.
- Provide substantive career guidance to improve postdocs' ability to prepare for regular employment.

II. AAMC GREAT Group Postdoc Committee recommendations;

The Mentoring Plan should address three general areas and recommended elements of the postdoctoral experience to be considered within these areas as listed below.

1) Laboratory/Research Skills Development

Specialized Laboratory Technique Training

Experimental Design

Critical Literature Analysis

Scientific Writing

Peer Review

Grant Writing

Presentations and Posters

Establishing/Managing a Lab

Information Management

Bioethics and Research Integrity

Lab Safety

Animal/Human Subject Training

Research Seminar Attendance

Conference Attendance /Presentations

2) Career Development

Career Advising (goal setting, career opportunities, reference materials)

Career Workshops (CV/resume writing, interviewing skills, networking, etc.)

Career/Job Fair

Career Planning

3) Complementary Skills Development

Budgeting

Management Skills

Negotiating

Conflict Resolution

Communication Skills

Teamwork

Intellectual Property

Entrepreneurship

Teaching Opportunities

Mentorship (how to be mentored, how to mentor)