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)