**Postdoctoral Mentoring Plan**

The postdoc will have a mentoring committee and an Individual Development Plan (IDP) that follows the guidance of the National Postdoctoral Association (NPA) [1]. The PI and two other senior members of the PI’s department with postdoctoral mentoring experience will form the postdoc’s Advising Committee.

The postdoc’s professional development will be enhanced through a program of structured mentoring activities. The **goal** of the mentoring program is to provide the skills, knowledge and experience to prepare the postdoc to excel in his/her career path as a future independent scientist, in academia or industry. To accomplish this goal, the mentoring plan follows the guidance of NPA and the National Academies of Science and Engineering on how to enhance the postdoctoral experience by providing: an on-line career assessment tool [2], career planning training, and opportunities to learn a number of career skills (writing grant proposals and articles, teaching students, communication and networking skills) [3]. The postdoc will be encouraged to attend the Professional Development Program of the Texas A&M Office of Postdoctoral Affairs [4], including Postdoctoral Mentoring Academy and IDP workshop for postdocs, and become a member of the campus-wide postdoctoral association [5]. The mentoring plan will include:

* The postdoc will participate in the **Postdoctoral Mentoring Academy** that follows NPA and CIMER competencies, and **Individual Development Plan workshop** for Postdocs that provides a ‘look ahead’ approach for career planning.
* The postdoc will participate in seminars and workshops on **teaching and learning**, as well as having access to a teaching mentoring program conducted by the Graduate Teaching Academy under the auspices of the NSF-funded Center for Integration of Research, Teaching and Learning (CIRTL) [6] and Center for Teaching Excellence [7].
* The postdoc will be provided opportunities to **network with visiting scholars who are leaders in their field** by having lunch with them when they participate in the department’s visiting speaker series. In addition, participating in the networking events organized by the Office of Postdoctoral Affairs with **industry visitors** will be also recommended.
* The postdoc will participate in workshops on how to **identify research funding opportunities and write competitive proposals**, offered by Office of Postdoctoral Affairs in collaboration with the Office of Research Development Services and Sponsored Research Services.
* The postdoc will have the opportunity to participate in the **Annual Postdoctoral Research Symposium** at Texas A&M University, as well as scientific meetings in their field of research to **build their oral communication** skills by making presentations about their research once a year.
* The postdoc will travel to one **scientific/professional conference each year**, with the goal that the postdoctoral fellow will present a talk or poster at the conference and network in their scientific environment. The Office of Postdoctoral Affairs provides travel awards competition twice a year. These funds have to be supplemented by the respective PIs.
* The postdoc will participate in the PI’s weekly research group meetings, in which group members will be expected to present their research regularly, and feedback and coaching will be given to help all members to **develop their communication and presentation skills**.

**Success of this mentoring program will be assessed** by tracking postdoc’s progress through their IDP and achievement of their career goals. The mentoring plan will be revisited every year and amended if additional areas of development will be identified.

[1] National Postdoctoral Association <https://www.nationalpostdoc.org/general/custom.asp?page=PD_Mentoring>

[2] AAAS: <https://myidp.sciencecareers.org/?AspxAutoDetectCookieSupport=1>

[3] National Academy of Science, National Academy of Engineering, Institute of Medicine, “The Postdoctoral Experience Revisited: Consensus Study,” National Academies Press, 2014. <https://pubmed.ncbi.nlm.nih.gov/25590106/>

[4] Texas A&M University, Office of Postdoctoral Affairs, <https://vpr.tamu.edu/research-resources/office-of-postdoctoral-affairs/>

[5] Texas A&M University, Postdoctoral Association [https://vpr.tamu.edu/research-resources/office-of-postdoctoral-affairs/texas-am-university-postdoctoral-association/](https://vpr.tamu.edu/research-resources/office-of-postdoctoral-affairs/texas-am-university-postdoctoral-association/%20)

[6] Center for Integration of Research, Teaching and Learning, <https://grad.tamu.edu/professional-development/cirtl>

[7] Texas A&M University’s Center for Teaching Excellence, <https://cte.tamu.edu/>