

Postdoctoral Researcher Mentoring Plan

Last updated: 1/25/2022

Note: The following mentoring plan is an example. Each plan should be tailored to the proposed project, the department's goals, and the needs of the postdoctoral researcher(s).

*This section **must not exceed 1 page** and be uploaded under "Mentoring Plan" in the Supplementary Documents section of Fastlane or Research.gov. If the project will involve multiple PIs/Co-PIs or institutions, the mentoring plan intended for all postdocs must be reflected within the 1-page limit. For more information, see [PAPPG Ch. II C.2.j](#).*

The **goal** of the mentoring plan is to provide the skills, knowledge, and experiences necessary to prepare postdoctoral researchers to excel in their chosen career path. Specific elements of the plan will include:

- **Orientation** will include in-depth conversations between <PI name> and the postdoc. To assist in the expectation setting process, postdocs and PIs are encouraged to complete an Initial Meeting Template/Worksheet for Postdoc and Mentor as well as annual review meetings. The UofSC Postdoctoral Association is a resource offer via the Vice President of Research office. The Association provides supports to improve the postdoctoral training experience through the promotion of networking, professional development, research, and teaching experiences.
- **Career Counseling/Advising** will be provided in part by <PI name>. Postdocs at the UofSC also have access to individual career counseling appointments with the College- and University-level Career Centers. This office also offers workshops on career and professional development including interview preparation and industry connections for internships, externships, and job opportunities.
- **Experience with Grant Proposals** will be gained by direct involvement in proposal prepared by <PI name> to learn best practices, including identification of key research questions, definition of objectives, description of approach and rationale, and construction of a work plan, timeline, and budget. Postdocs will also have access to sample grants, as well as grant writing tips and assistance. They will also be provided access to work with the College of Engineering and Computing's Research Enhancement and Development Team.
- **Publications and Presentations** are expected to result from the work supported by the grant. These will be prepared under the direction of <PI name> and in collaboration with researchers at UofSC as appropriate. Postdocs will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences.
- **Teaching and Mentoring Skills** will be developed in the context of regular meetings within their research groups during which students and postdocs describe their work to colleagues and assist each other with solutions to challenging research problems, often resulting in cross-fertilization of ideas.
- **Instruction in Professional Practices** will be provided on a regular basis in the context of the research work and will include fundamentals of the scientific method, laboratory safety, and other standards of professional practice. In addition, postdocs will be encouraged to affiliate with one or more professional societies in their chosen field. Postdoctoral researchers will also

have access to “Responsible Conduct of Research,” a training course offered by the UofSC Office of Research Compliance.

- **Technology Transfer** activities will include regular contact with the Technology Commercialization Office within the Office of Economic Engagement at UofSC. Postdocs will learn about the university-industry relationship, including applicable confidentiality requirements and preparation of invention disclosures.
- **Success of the Mentoring Plan** will be assessed by tracking the postdoctoral researcher’s progress toward his/her research and career goals.