Postdoctoral Researcher Mentoring Plan

Funds from this proposal will be used to support a postdoctoral researcher (yet to be identified) at the University of Iowa (UI) under the supervision of PI Zuhlke. The following outlines the mentoring plan for the postdoctoral researcher during their service on this CIVIC Phase II project. The goal of this mentoring plan is facilitate the professional development and future employment of the postdoctoral researcher, whether inside or outside of academia. The multi-faceted mentoring plan is as follows:

Onboarding and Establishing Expectations: At the beginning of their appointment, the postdoctoral researcher will meet with PI Zuhlke to discuss expectations and establish a shared vision for their postdoctoral appointment. Expectations will then be formalized in a Welcome Letter used for project team onboarding, a recommended best practice to effectively create a framework for working relationships and serve as a scaffold for building trust (see Bennett et al., *J Transl Med Epidemiol*. 2014).

Use of Individual Development Plans: PI Zuhlke will utilize an Individual Development Plan (IDP) to set research goals, benchmarks for professional development, and track progress during the postdoctoral scholar's appointment. This IDP will be frequently revisited during the postdoctoral researcher's tenure via recurring meetings with PI Zuhlke. As a standard practice, PI Zuhlke meets with her research team on a weekly basis to review recent results, set short-term research goals, and revisit and revise long-term research priorities.

Opportunities for Professional Development: The post-doctoral researcher's professional development will be enhanced during their appointment via activities including:

- *Publications and Presentations:* The postdoctoral researcher will actively participate in research dissemination, both in terms of publications related to their postdoctoral work and through presentations at professional society meetings (e.g., Public Management Research Conference, Midwest Political Science Association). An emphasis will be placed on attending conferences that allow for networking opportunities and career fairs, so as to help promote job placement upon completion of their post-doctoral work.

- *Contributing to the Mentorship of Graduate & Undergraduate Research Teams:* The postdoctoral researcher will be provided opportunities to interact with and provide mentorship to the other graduate and undergraduate students participating on the Phase II project team. PI Zuhlke will also seek out opportunities at UI for the postdoctoral researcher to receive formal mentor training through ongoing Iowa Sciences Academy at UI, which offers an 8-week mentor training seminar each summer.

- *Participation in Professional Development Workshops through the UI Graduate College:* The postdoctoral researcher will also be encouraged to participate in activities and workshops hosted by the UI Graduate College related to communication skills, DEI, pedagogy, and ethics.

Support in Seeking Future Employment Opportunities: The ultimate goal of this mentoring plan is to facilitate the successful placement of the postdoctoral researcher into the career path of their choosing. Efforts to promote their future employment will include:

- *Career Counseling*: A portion of each weekly meeting will be devoted to career counseling and advising, including discussion of recently posted job opportunities, resume and cover letter review, and best practices for networking and resources for identifying new job opportunities.

- *Support in Preparing for and Participating in Interviews*: The postdoctoral researcher will be provided all of the necessary time they require for applying to positions, preparing for interviews, and traveling to interviews for future employment. As needed, portions of weekly meetings will be devoted to assisting the postdoctoral researcher in preparing for interviews, including practicing of interview presentations, and a review of strategies for preparing for and participating in job interviews.