

Postdoctoral mentoring plan

A postdoctoral researcher will be funded on this project. The postdoctoral researchers development will be enhanced through a program of structured mentoring activities. The goal of the mentoring program will be to provide the skills, knowledge and experience to prepare the postdoctoral researcher to excel in his/her career path. To accomplish this goal, the mentoring plan will follow the core competencies espoused by the National Postdoctoral Association¹ including: (a) Discipline-Specific Conceptual Knowledge, (b) Professional/Research Skill Development, (c) Communication Skills, (d) Professionalism, (e) Leadership and Management Skills, and (f) Responsible Conduct of Research.

Our mentoring plan for this project will include:

- Administration of the Core Competencies Self-Assessment Checklist developed by the National Postdoctoral Association. This checklist can be used to establish a plan for professional development of the postdoc.
- The postdoc will participate in seminars, workshops and individual consultations in order to develop their skill in identifying research funding opportunities and write competitive proposals.
- We will provide the postdoc with opportunities to network with visiting scholars related to smart grid and other energy-related areas.
- The postdoc will be supported with travel to at least one conference each year, with the goal of presenting a poster or paper at the conference.
- The postdoc will be invited to participate in a monthly brown bag lunch series in which speakers will be invited to discuss subjects related to career development such as how to apply for a faculty position, career paths outside of academia, tips for negotiating salary and start-up funds, how to plan and independent research agenda, etc.
- The postdoc will participate in regular research group meetings, in which members will be expected to present their research, and feedback and coaching will be given to help all members to develop their communication and presentation skills.

The success of this mentoring plan will be assessed by tracking the progress of the postdoctoral fellow through her/his plan, interviews of the postdoctoral fellow to assess satisfaction with the mentoring program, and tracking of the postdoctoral fellows progress toward his/her career goals after finishing the postdoc.

¹<http://www.nationalpostdoc.org/publications/mentoring-plans/mentoring-plan/core-competencies>