

Postdoctoral Researcher Mentoring Plan

One postdoctoral researcher will be funded on this project. The postdoctoral researcher's development will be enhanced through a program of informal and 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 guidance of the National Academies of Science and Engineering on how to enhance the postdoctoral experience, by providing a structured mentoring plan, career planning assistance, and opportunities to learn a number of career skills such as writing grant proposals, teaching students, writing articles for publication and communication skills ^[1]. Specific elements of the mentoring plan will include:

- Working with the postdoctoral researcher to establish and implement an **Individual Development Plan** based on the process developed by the FASEB. ^[2]
- Seminars, workshops and individual consultations on **how to identify research funding opportunities and write competitive proposals**, offered by University of Tennessee's Office of Research. ^[3]
- Participation in ongoing Departmental and Divisional seminars and workshops on **teaching and learning** such as EEB504: Biology Education: Theory & Practice. In addition the postdoctoral researcher will have 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).
- Opportunities to **network with visiting scholars who are leaders in our field** through the Department's speaker series and through the enormous number of scholars visiting the National Institute for Mathematical and Biological Synthesis (NIMBioS) here at UTK. Opportunities include formal meetings, informal discussions at lunch or dinner, and participation in workshops held at NIMBioS.
- Travel to at least **one national conferences** a year to present a poster or paper (travel funds are included in the budget). Appropriate national conferences include those sponsored by the Society for the Study of Evolution, the Society for Mathematical Biology, the American Society of Naturalists, or the Society for Molecular Biology and Evolution. PIs will provide postdoctoral researcher with guidance in developing presentation.
- Guest lectures in BIO240: General Genetics which is taught by the PI. The PI will provide appropriate guidance in lecture development and presentation.
- Participation in the PI's weekly research group meeting held jointly with Dr. Sergey Gavrilets, in which 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**.

all of these elements will be tailored based on the postdoctoral researchers background and career goals.

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral fellow through her/his Individual Development Plan, interviews of the postdoctoral fellow to assess satisfaction with the mentoring program, and tracking of the postdoctoral fellow's progress toward his/her career goals after finishing the post-doctoral researcher.

[1] National Academy of Science, National Academy of Engineering, Institute of Medicine, "Enhancing the Postdoctoral Experience for Scientists and Engineers: A Guide for Postdoctoral Scholars, Advisers, Institutions, Funding Organizations, and Disciplinary Societies," National Academies Press, 2000.

[2] The Federation of American Societies for Experimental Biology, "Individual Development Plan for Postdoctoral Fellows," <http://www.faseb.org/> . Although developed for experimentalists, the approach is also appropriate for theoreticians.

[3] <http://research.utk.edu/>