

Postdoctoral Researcher Mentoring Plan

This Postdoctoral Researcher Mentoring Plan has been prepared by the Labor Dynamics Institute at Cornell University's ILR School. The Plan establishes guidelines for work to be performed by a Postdoctoral Researcher in support of the NSF Project Awarded to Cornell University, entitled “TC: Large: Collaborative Research: Practical Privacy: Metrics and Methods for Protecting Record-level and Relational Data” (CNS-1012593). The Postdoctoral Researcher assigned to the project will work with Labor Dynamics Institute researchers and will conduct research on the interface between economics, computer science, and statistics to develop disclosure avoidance methods appropriate for complex economic microdata.

1. Orientation will include in-depth conversations between Prof. John M. Abowd and Dr. Lars Vilhuber and the Postdoctoral Researcher. Mutual expectations will be discussed and agreed upon in advance. Orientation topics will include (a) the amount of independence the Postdoctoral Researcher requires, (b) interaction with coworkers, (c) productivity including the importance of scientific publications, (d) work habits and (e) documentation of research methodologies and experimental details so that the work can be continued by other researchers in the future. General orientation is also provided by the Office of Postdoctoral Studies. Postdocs with questions or concerns about personal issues, careers, Ithaca, or Cornell can contact [Christine Holmes](#), the director of postdoctoral studies, to set up a meeting.

2. Career Counseling will be directed at providing the Postdoctoral Researcher with the skills, knowledge, and experience needed to excel in his/her chosen career path. In addition to guidance provided by Prof. John M. Abowd and Dr. Lars Vilhuber, the Postdoctoral Researcher will be encouraged to discuss career options with researchers and managers at Cornell University and with former students and colleagues of Prof. John M. Abowd and Dr. Lars Vilhuber. The Office of Postdoctoral Studies also provides more general career counseling, described at <http://postdocs.cornell.edu/>.

3. Experience with Preparation of Grant Proposals will be gained by direct observation of grant writing activities at the Labor Dynamics Institute and by participation in grant writing workshops provided to researchers and faculty at Cornell University. No NSF-funded time will be devoted to actual grant writing. The Postdoctoral Researcher will have an opportunity to learn best practices in proposal preparation including identification of key research questions, definition of objectives, description of approach and rationale, and construction of a work plan, timeline, and budget.

4. Publications and Presentations are expected to result from the work supported by the grant. These will be prepared under the direction of Prof. John M. Abowd and Dr. Lars Vilhuber and in collaboration with researchers at Cornell University and elsewhere as appropriate. The Postdoctoral Researcher will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences.

5. Teaching and Mentoring Skills will be developed in the context of regular meetings within the Labor Dynamics Institute's research group during which graduate students and postdoctoral researchers describe their work to colleagues within the group and assist each other with solutions to challenging research problems, often resulting in cross fertilization of ideas.

6. 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, and other standards of professional practice. The Postdoctoral Researcher will prepare and maintain a project calendar that will be reviewed on monthly basis with Prof. Abowd and Dr. Vilhuber. In addition, the Postdoctoral Researcher will be encouraged to affiliate with one or more professional societies in his/her chosen field.

7. Success of the Mentoring Plan will be assessed by monitoring the personal progress of the Postdoctoral Researcher through a tracking of the Postdoctoral Researcher's progress toward his/her career goals after finishing the postdoctoral program.