

## **Idaho EPSCoR Research Infrastructure Improvement: Postdoctoral Mentoring Plan**

The Idaho EPSCoR RII has multiple disciplinary areas, so each postdoctoral researcher will receive training appropriate to their area of research. However, our mentoring will have some elements common for all, regardless of focus area and/or institution. The goal of our postdoctoral researcher mentoring program is to promote the development of the skills, knowledge, and experience needed to excel in their chosen career path. We will accomplish this goal through an integrated mentoring program that includes the following elements: *guidance, opportunities, and training*:

1. **Guidance:** We will provide postdoctoral researchers with a formal mentor (or mentors). These mentors will be selected based on the individual needs and career trajectories of each postdoctoral researcher. The mentor will meet with the postdoctoral researcher on a regular basis to provide guidance regarding their current position, potential training activities, and opportunities to build their professional skillset. The mentor will also support the researcher in pursuing career opportunities.
2. **Opportunities:** We will help provide opportunities for our postdoctoral researchers to develop their teaching, publication, and grant writing skills, build professional relationships, attend or help organize conferences, participate in professional development programs, and meet with other faculty, program managers, and other members of the research community. These opportunities will be created by (a) assisting postdoctoral researcher in choosing how to manage their time, (b) actively creating these opportunities, and (c) assisting the postdoctoral researcher in finding the resources needed to take advantage of identified opportunities.
3. **Training:** We will provide postdoctoral researchers with training in teaching, publication, grant writing, project management, as well as any additional areas considered essential to the career success of the postdoctoral researcher. This training may be externally derived from workshops and short courses, but will also include informal guidance and active feedback to the postdoctoral researchers on their performance.

The Idaho EPSCoR project will support this plan in the following ways.

- Postdoctoral researchers will be provided with travel funds to attend at least two conferences or training courses per year.
- EPSCoR team will formally meet with all new postdoctoral researchers to help them select a mentor and the mentoring plan will be discussed with the mentor.
- Postdoctoral researchers will be strongly encouraged to act as Co-PI's in the I-SEED program.
- Postdoctoral researchers will be encouraged to participate in the Statewide curriculum delivery program as co-instructors or guest lecturers.
- Postdoctoral researchers will be part of the research teams and, as members, will present their research at EPSCoR meetings and other professional venues. Team members will provide constructive feedback on presentation and communication.
- When applicable, postdoctoral researchers will be asked to provide co-supervision of students in the program.

Success of this mentoring plan will be assessed by tracking the postdoctoral fellow job performance, annual interviews with 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 postdoc.