UMD general - Postdoctoral Mentoring Plan

An individual postdoctoral Mentoring Plan will be established between every postdoctoral fellow and their mentor. The plan outlined below will serve as a guiding thread to help establish the short- and long-term goals for the postdoctoral fellows and the related activities and professional development to ensure the fellows’ success in the career of their choosing.

The postdoctoral fellows will meet regularly (weekly, bi-weekly) with their mentors to discuss research advancements and future directions in addition to career plans and individual development. The postdoctoral fellows will receive training in data management, ethics, and responsible conduct of research annually (or more frequently if needed) through discussion with their mentors. The postdoctoral fellows will develop an individual development plan.

The postdoctoral fellows will meet regularly with their mentors and professional career counselors in the Office of Postdoctoral Affairs to assess their short- and long-term career plan and establish a strategic plan while at UMD to prepare for and achieve their career goals.

The postdoctoral fellows will be trained in the preparation of grant proposals, either through applying for their own fellowship or by collaborating on their mentors’ grant proposals. The postdoctoral fellows will be encouraged to attend relevant grant writing workshops offered by the Office of Postdoctoral Affairs or at their society annual conferences. The UMD’s Division of Research frequently invites programs officers from federal agencies or foundations to discuss funding opportunities, as well as offers webinars on how to search for specific funding opportunities, such as using SpinPlus. Postdoctoral fellows will be encouraged to participate in these events.

The postdoctoral Fellows will be encouraged to write up and submit their finding for publications and present annually at conferences. Funds on this grant have been allocated to defray the cost of travel to conferences and the cost of publications in eminent journals.

The postdoctoral fellows will be encouraged to take advantage of the resources provided by the UMD Center for Learning and Teaching, in particular the University Teaching and Learning Program that prepares the fellows for a teaching career in higher education with a thorough, multi-level teaching program. Other resources include workshops centered on mentoring, teaching and learning resources, and assessment tools among others.

The postdoctoral fellows will participate in multidisciplinary research through their involvement on this research project. They also will be encouraged to collaborate effectively with researchers from diverse backgrounds and disciplinary areas.

The postdoctoral fellows will be made aware of fellowships and encouraged to apply if these fall within their career purview. In particular, the President's Postdoctoral Fellowship Program and PROMISE AGEP Postdoctoral Fellows Program for Faculty Diversity provide two-year postdoctoral fellowships to fellows who are highly devoted to diversity, inclusion and equal opportunity at the University of Maryland College Park or the University of Maryland Baltimore campus, respectively.

The postdoctoral fellows will be mentored and encouraged to participate in programs offered by the Office of Postdoctoral Affairs, with workshops on the AAAS Fellowship, assessing their strengths, preparing for academic careers, etc., and introduced to innovation and entrepreneurship through programs from the Dingman Center for Entrepreneurship.

Resources:

Office of Postdoctoral Affairs Workshops: <https://gradschool.umd.edu/postdocs/opa-workshops>

[Individual Development Plans](https://drupal-base-s3-drupalshareds3-1qwpjwcnqwwsr.s3.amazonaws.com/gradschool/s3fs-public/uploads/idp_template.pdf) (IDPs)

* [UMD Individual Development Plan for Postdoctoral Researchers](https://gradschool.umd.edu/sites/gradschool.umd.edu/files/uploads/umd_individual_development_plan_for_postdoctoral_associates.docx)
* [American Association for the Advancement of Science : myidp](http://myidp.sciencecareers.org/%22%20%5Ct%20%22_blank)

UMD Postdoctoral Opportunities: <https://gradschool.umd.edu/postdocs/umd-postdoc-opportunities>

University Teaching and Learning Program: <https://tltc.umd.edu/content/utlp>

Dingman Center for Entrepreneurship: <https://www.rhsmith.umd.edu/centers-excellence/dingman-center-entrepreneurship/initiatives-programs>