

Mentoring of Postdoc Fellow

One postdoctoral research will be funded on this project. The postdoctoral researcher's 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 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.

Specific elements of the mentoring plan will include:

- **Expectations.** The Green Research Group has a working document (Green Group Lab Manual) to ensure clear expectations, procedures, and outcomes. Orientation will include in-depth conversations between advisor and the postdoctoral researcher to establish and implement an Individual Development Plan. 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 laboratory safety, and (e) documentation of research methodologies and experimental details so that the work can be continued by other researchers in the future.
- **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. Topics ranging from setting and achieving career goals, CV preparation, to how to apply for a faculty position, career paths outside of academia, tips for negotiating salary and start-up funds, and more. These resources are available from the TCU Career Center, Koehler Learning Center, and Human Resources.
- **Grant Preparation.** Opportunities to experience with preparation of grant proposals will be gained by direct involvement of the postdoctoral researcher in proposals prepared for NSF, NIH, DOE, and private foundations. In addition, they will work with undergraduates and graduate students to apply to TCU internal grants each semester.
- **Publications and presentations** are expected to result to form the work supported by the grant. These will be prepared under the direction of postdoctoral researcher. The Postdoctoral Researcher will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences. Expectations for the quality and frequency of these reports are clearly set forth in the Green Group Lab Manual.
- **Travel.** The Department of Chemistry & Biochemistry has resources for travel support to attend regional, national, and/or international scientific meetings or conferences to advance their scientific knowledge and provide professional networking opportunities.
- Formal interaction with mentors, including:
 - Lab meeting presentations (monthly formal research updates at weekly group meetings);
 - Weekly one-on-one meetings (at the least 1/wk) to go over research progress and upcoming plans.
- **Professional skill development programs** focused on building skills in the communication of research, effective presentation skills, scientific publishing, English language skills (as needed), effective mentorship of undergraduates, and searching for funding.
- TCU conducts an annual RCR (Responsible Conduct of Research) training workshop for postdocs and graduate students. Participants are required to take the online CITI (Collaborative Institutional Training Initiative) course and then to attend this in-person workshop with faculty leaders and interactive sessions. TCU's policy about RCR is available online (<http://www.research.tcu.edu/rcr/>).

Other components of training:

- All members of the team are expected to present at the TCU Student Research Symposium each spring;
- Safety training for: Waste, chemical storage, radiation, and proper PPE. This is a TCU requirement;
- Responsible Conduct of Research Training;
- Strengths Deployment Inventory training through TCU Human Resources.

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral fellow through her/his Individual Development Plan per TCU guidelines, 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.