**POST-DOCTORAL MENTORING PLAN: <PI NAME>**

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The Postdoctoral Researcher hired for this project will be mentored primarily by <PI/Co-PI NAME> with >PI/co-PI(s) NAME> playing a secondary mentorship role at the Colorado School of Mines (CSM); <this PI/these PIs> have previously mentored <indicate number> post-docs. The Postdoctoral Researcher will be associated with <Center or Department NAME>, a collaborative research <center or department> that brings together <indicate number> tenure/tenure-track faculty, research faculty, <several> post-docs and <dozens> of graduate students. The post-doctoral researcher will receive specific mentoring in the areas of personnel and research project management in a collaborative and interdisciplinary setting.

* **Orientation** will include in-depth conversations between CSM and the Postdoctoral Researcher <NAME or to be named> to ensure he/she receives the training necessary to conduct responsible and ethical research. Mutual expectations will be discussed and agreed upon in advance. Orientation topics 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. In addition to guidance provided by the PI, the Postdoctoral Researcher will be encouraged to discuss career options with researchers and managers at CSM and with former students and colleagues of < PI NAME>.
* **Experience with Preparation of Grant Proposals** will be gained by direct involvement of the Postdoctoral Researcher in proposals prepared by CSM. 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.
* **Publications and Presentations** are expected to result from the work supported by the grant. These will be prepared under the direction of < PI NAME> and in collaboration with researchers at CSM as appropriate. The Postdoctoral Researcher will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences.
* **Teaching and Mentoring Skills** will be developed in the context of regular meetings within <Center or Department name> 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. In addition, the Postdoctoral Researcher is encouraged to participate in CSMs highly successful and well-received campus-wide seminars which bring in faculty members, administrators, and external professionals for topical presentations.
* **Instruction in Professional Practices** will be provided regularly in the context of the research work and will include fundamentals of the scientific method, laboratory safety, and other standards of professional practice; the Postdoctoral Researcher will be encouraged to affiliate with professional societies in his/her field.
* **Technology Transfer** activities will include regular contact with researchers at CSM. The Postdoctoral Researcher will be presented with an opportunity to become familiar with the university-industry relationship including applicable confidentiality requirements and preparation of invention disclosure applications.
* **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.