

## **Marine Biological Postdoctoral Mentoring Plan**

Sample Intro Text: {Two MBL postdoctoral fellows will be mentored by Dr. Deegan and Dr. Chris Neill. Deegan has mentored 8 and Neill has mentored two postdoctoral fellows, all of whom are employed in their desired career position (government scientist (State, NASA, NMFS, EPA), small teaching college, large university teaching/research). Prior to the NSF requirements, both Deegan and Neill developed plans tailored to meet the specific career goals of the individuals. Under this proposal, these career plans will include structured activities and opportunities to enhance career skills such as grant writing seminars, teaching students, writing articles for publication and oral communication skills (scientific and public forums).}

Specific elements of the mentoring plan include:

- Developing an **Individual Career Plan** that includes identifying target positions (faculty, agency, non-profit) and skills and experience needed to obtain the position, following the process developed by the Federation of American Societies for Experimental Biology (<http://www.faseb.org/>).
- **Networking with visiting scholars** who are leaders in our field by coordinating the Ecosystems Center's Visiting Speaker Series. This includes phone calls to invite the speaker and set up speaker's appointments with other scientists, a one-on-one meeting with the speaker to discuss science and career development and lunch with the speaker and scientists from other institutions in Woods Hole.
- **Meeting monthly** with the mentor to discuss ways to improve teaching and mentoring skills, how to effectively collaborate with researchers from diverse backgrounds and disciplinary areas, and life balance issues. This aspect will be particularly important, as the postdocs will be responsible for coordinating research across the interdisciplinary areas in the WSC proposal.
- **Enhancing teaching skills** by participating in the cross institutional distributed learning Seminar and Summer Institute on 'Re-Imaging Water for humans and nature' that will be developed as part of this project, or mentoring a REU student as part of this project collaboratively with the Human-Environment Regional Observatory NSF REU Site program (<http://hero.clarku.edu>) or by mentoring a high school student in the local science fair
- Developing writing skills by **lead authorship** on at least one scientific paper and **co-authorship** on at least one other paper from this grant.
- Presenting at least **two national conferences** [e.g. Ecological Society of America, North American Benthological Society (NABS), International Coastal and Estuarine Research Federation] to present a paper. Travel funds for this activity are included in the budget.
- Presenting scientific results in a **public forum**, such as to the Falmouth Conservation Commission (Deegan is a Commissioner) or the Ipswich Watershed Association annual meeting or participating in the Broader Outreach activities.
- Using the **Postdoc Job Forum**, where we have posted examples of successful and not so successful job applications by prior Ecosystems Center postdocs, and have links to other 'So you want a job' advice pages.
- Attending **Seminars and Workshops** including "Responsible conduct in research", "Balancing your career and home lives", and Grant Writing Workshops offered as part of the Woods Hole Consortium.
- **Reviewing Annually** progress towards career goals and performance.