

This document is being provided to UTHSC-H faculty to assist in the preparation of the new guidelines regarding postdoctoral mentoring and training as released in the PROPOSAL and AWARD POLICIES and PROCEDURES GUIDE, issued October 2008, and Effective January 5, 2009. (NSF 09-1 OMB Control Number: 3148058) These specific changes are prepared in a Summary Statement by the NSF.

*Specifically stated in the Guide is the following: "Examples of mentoring activities include, but are not limited to: career counseling; training in preparation of grant proposals, publications and presentations; guidance on ways to improve teaching and mentoring skills; guidance on how to effectively collaborate with researchers from diverse backgrounds and disciplinary areas; and training in responsible professional practice.."*

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The NSF expects each PI to tailor a mentoring plan that best suits his/her laboratory and/or research center. Thus, we are avoiding boilerplate templates by offering general information and suggestions.

#### General Suggestions

*PI's should state their personal mentoring methods and resources including, but not limited to, the frequency of meetings with postdoctoral fellows to discuss research results, career goals and advancement strategies in the scientific community. Also, outline the opportunities the postdoctoral fellows have to present their research, network outside of their institution, and travel and participate in scientific meeting.*

*. This information can assist in documenting the on-going training/mentoring postdoctoral fellows are offered if they participate in the Program.*

#### Description of the UTHSC-H Postdoctoral Certificate Training Program

The University of Texas Health Science Center at Houston offers postdoctoral researchers a formal training program. Classes meet once a week for the duration of the Fall and Spring academic semesters. The program includes, but is not limited to:

- **Career Development I and Career Development II:** These classes include grant writing, teaching skills, diversity leadership training and other skills related to obtaining and sustaining a professional career in science.
- **Responsible Conduct in Research:** These classes cover topics on research misconduct, data management, intellectual property, publication practices, and animal and human subject welfare.
- **Presentation Skills:** Postdoctoral trainees make presentations and provide verbal and written evaluations of one another.
- **Supervised Research:** Each semester postdoctoral fellows have a formal performance review as part of their research. Also, Individual Development Plans (IDP) are provided to all postdoctoral fellows and their mentors. IDPs are recommended by the GREAT Group of the AAMC. (See attached)

This training program, along with the personal daily mentoring of the PI, offers postdoctoral fellows at the University of Texas Health Science Center at Houston quality training beyond the bench in an effort to prepare them for successful careers in science.

#### Mentoring Resources

For the most comprehensive access to mentoring resources visit the NPA Mentoring website. For information regarding free UTHSC-H affiliate membership to the NPA, contact the Office of Postdoctoral Affairs.