

**RESEARCH OFFICE PROPOSAL GUIDE**

**SAMPLE POSTDOC MENTORING STATEMENT**

Consistent with institutional tradition and federal government requirements and

recommendations, postdoc mentoring activities at the University of Delaware (UD) are designed

to enable postdocs to gain knowledge and skills of value in preparation for careers as

independent researchers; including careers as faculty members in research-intensive university

environments. The mentoring activities are developed specifically for individuals by lead

researchers and are tailored as appropriate for their fields. The UD Research Office (RO) is

available to provide supporting materials and/or instruction to assist lead researchers. Typically,

individual postdoc mentoring activities incorporate the guidelines that are suggested in the

National Science Foundation Proposal and Award Policies & Procedures:

1. Career counseling,

2. Training in the preparation of grant proposals,

3. Publications and presentation,

4. Guidance on ways to improve teaching and mentoring skills,

5. Guidance on how to effectively collaborate with researchers from diverse backgrounds and

disciplinary areas, and

6. Training in responsible professional practices.

Lead researchers typically conduct several activities that comprise a substantial portion of the

mentoring experience for postdocs. The incorporation of regular laboratory meetings and

seminars, regular individual meetings, and manuscript and proposal writing are frequently seen

elements.

“Traditional” mentoring activities can be enriched by postdoc participation in RO sponsored

workshops that address 1) the basics of proposal writing, 2) the Responsible Conduct of

Research (expanded to address mentor/trainee responsibilities), and 3) quantitative and

qualitative assessment of University activities.

Lead researchers are encouraged to work with the RO and other UD support units to broaden the

impact of their postdoc mentoring activities in two areas. First, UD promotes the broadening via

the identification and facilitation of opportunities for postdocs to mentor undergraduate-scholar

researchers who are part of groups such as the UD Undergraduate Research Program or minority

scholar programs like the McNair Scholars. Second, where applicable, the broadening of the

impact is further enhanced at times by the University’s encouragement and facilitation of the

application of postdoc-research “by-products” to outreach activities such as the consideration (or

improvement) of current societal issues.

Although supported by University research infrastructure (such as the RO), it is important to note

that the mentoring of postdocs is individualized (including those activities aimed at broadening

impact) and is developed, conducted and overseen by the postdocs’ lead researchers.