

## POSTDOCTORAL RESEARCHER MENTORING PLAN

As an integral part of the project PI Komogortsev will provide to the postdoctoral researcher a program of structured mentoring activities. The objective of the mentoring program is to assist the postdoctoral researcher in developing skills, knowledge and experience he/she needs to excel in his/her chosen career path. The mentoring plan is created with the guidance from the National Academies of Science and Engineering and enhances 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, mentoring undergraduate, graduate and minority students, publishing research work and enhancing presentation and communication skills [1].

Following items highlight specific activities that represent the gist of the mentoring plan:

- PI Komogortsev will work with the postdoctoral researcher to establish and implement an Individual Development Plan based on the process recommended by the Federation of American Societies for Experimental Biology [2].
- PI Komogortsev will work with the postdoctoral researcher to enhance his/her mentoring skills
- The postdoctoral researcher will be expected to participate in the PI Komogortsev's weekly research group meetings, in which lab members regularly present their ongoing research. As a result of such meetings a feedback about communication and presentation skills will be provided.
- PI Komogortsev will assist the postdoctoral researcher in terms of how to obtain research funding and establish a successful career in academia.
- Postdoctoral researcher will benefit from the Texas State University community that consists of large numbers of minority groups by learning how to mentor underrepresented students.
- Postdoctoral researcher will have opportunities to network with scientists that come for departmental research seminars. The speakers are usually taken to lunch that provides additional opportunities for networking. In addition PI Komogortsev regularly attends research presentations at the Center of Perceptual Systems at the University of Texas at Austin. Dr. Komogortsev will take postdoctoral researcher to these meetings at least one a semester to provide even broader opportunity to establish ties with leading scientists and researchers.
- Postdoctoral researcher will be given an opportunity to present his/her research at departmental research seminars and will be able to receive the feedback from CS faculty.

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral researcher through their Individual Development Plan. Weekly meetings with PI Komogortsev will be conducted to monitor continued progress in established activities. After completion of the grant work PI Komogortsev will keep in contact with postdoctoral researcher to ensure successful progress toward his/her long-term goals.

[1] National Academy of Science, National Academy of Engineering, Institute of Medicine, "Enhancing the Postdoctoral Experience for Scientists and Engineers: A Guide for Postdoctoral Scholars, Advisers, Institutions, Funding Organizations, and Disciplinary Societies," National Academies Press, 2000.

[2] The Federation of American Societies for Experimental Biology, "Individual Development Plan for Postdoctoral Fellows," retrieved August 29, 2010 from <http://www.faseb.org/LinkClick.aspx?fileticket=fhdgO6SYtjM%3d&tabid=433>.