

## **Mentoring of Postdoctoral Scholars**

### **The Institute for Quantum Information and Matter - IQIM**

The research groups that participate in the NSF Institute for Quantum Information and Matter each implements the following mentoring program for IQIM-funded postdoctoral scholars. Our mentoring program strives to provide the skills, knowledge and experience to prepare the postdoctoral researcher to excel in his/her career path. The mentoring plan draws from the report from the National Academies of Science and Engineering for enhancing the postdoctoral experience [1] and includes career planning assistance and opportunities for career development. Particular aspects of the program include participation in writing grant proposals and progress reports, serving as mentors for undergraduate students, involvement in preparation of articles for publication, and interactions with IQIM colleagues to develop communication skills [1].

Other elements of the mentoring plan are as follows:

- ★ Each faculty sponsor works with the postdoctoral researcher to implement an Individual Development Plan, including yearly written assessments of progress toward research and career goals,
- ★ Postdoctoral researchers are encouraged to contact members of the Steering Committee for confidential discussions of issues of concern,
- ★ Each postdoctoral fellow is introduced to the Caltech Postdoctoral Association ([www.cpa.caltech.edu/](http://www.cpa.caltech.edu/)) and the resources available there, including career development, interactions with the broader community of postdocs at Caltech, and conflict resolution,
- ★ Interactions with visiting scholars to the IQIM for building the postdoctoral fellow's network of professional connections,
- ★ Participation in the social activities of the IQIM organized by the students and postdocs themselves.

Success of this mentoring plan will be assessed by review of the written faculty reports by the IQIM Steering Committee, as well as by tracking the postdoctoral fellow's progress toward his/her career goals after leaving the IQIM.

#### **Reference -**

[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.