MagLab Postdoctoral Mentoring Plan

The goal of the Postdoctoral Mentoring Plan at the National High Magnetic Field Laboratory (MagLab) is to provide MagLab postdoctoral associates with a complete skill set that addresses the modern challenges of a career in science, technology, engineering, and mathematics (STEM). A key component of the plan is full immersion in the interdisciplinary culture of the MagLab and in the surrounding communities of one of the MagLab’s three partner institutions - the Florida State University (FSU), the University of Florida (UF), and Los Alamos National Laboratory (LANL). The Center for Integrating Research and Learning (CIRL), housed within the MagLab, will facilitate this Postdoctoral Mentoring Plan.

Currently, MagLab postdoctoral researchers are required by their supervisors and research groups to participate in the preparation of publications, and to make presentations at group meetings and conferences. Postdoctoral researchers are also expected to play active roles in STEM-strengthening programs, such as the MagLab Diversity Plan, outreach efforts, and formal educational or mentoring programs (e.g. the Research Experiences for Undergraduates program, the Research Experiences for Teachers program, and other CIRL outreach programs, through which they can provide significant STEM mentorship to students, early career scientists, and the teachers of the next generation of scientists). Finally, MagLab postdoctoral associates are expected to provide service to the Laboratory through participation in the MagLab Annual Open House or other events designed specifically to translate and communicate research in the MagLab user community to members of the general public.

Key components of the Postdoctoral Mentoring Plan are:

- **Orientation.** Orientations where new employees meet with the MagLab Director and the Human Resources Director who address questions they may have related to their new position and the Lab are held quarterly for all new employees, including postdocs. Orientation materials, including a “Welcome to the MagLab” document, are available online to augment the face-to-face orientation. The postdocs at the Lab have developed an additional orientation booklet that speaks to the unique issues postdocs face. Orientation includes an overview of the three sites of the MagLab, the breadth of scientific research in the MagLab user program, particularly interdisciplinary research, and practical institutional information (including but not limited to performance expectations, salary information, the ordering and delivery of materials, as well as information about local housing, schools, health care resources, and links to special interest groups at the local partner institution).

- **Professional Development.** Professional development classes, workshops, and online materials will cover grant writing, ethical conduct of research, organizing data, writing manuscripts, giving effective scientific presentations, mentoring other scientists and communicating scientific research to non-scientists. Workshops will be facilitated by CIRL and involve faculty from the MagLab sites, the FSU Career Center, national postdoc associations, and industry partners.

- **Career Counseling.** Sometimes postdoctoral associates may have career questions that their assigned mentor cannot speak to (e.g. careers in industry, networking opportunities for underrepresented minority students). Therefore, the MagLab Postdoctoral Mentoring Plan includes a list of additional volunteer mentors who are willing to answer questions that
Postdoctoral associates may choose to contact volunteers from this list if they feel they need additional advice not exclusively from their direct supervisor. Possible forms of advice include: providing guidance, encouragement, and information on opportunities for networking, contributed and invited talks, and travel funds to attend conferences, including the MagLab’s Dependent Care Travel Grant Program [https://nationalmaglab.org/user-resources/funding-opportunities].

- **Assessment.** Assessment will be conducted by CIRL through the analysis of annual evaluation surveys to determine topics of interest to postdoctoral researchers and to ensure that postdoctoral researchers are being well mentored.