



POSTDOCTORAL RESEARCHER MENTORING PLAN

IMWEL postdoctoral researchers will benefit from both the robust programs for postdoctoral researchers of each of the Core Academic Partner Institutions and IMWEL specific activities.

Core Academic Partner Resources- All postdoctoral researchers will have two PI mentors from separate institutions who will orient them to the specific lab, and be responsible for helping create an Individual Development Plan (IDP). This IDP will be reviewed formally via an Annual Progress Assessment. IDPs will incorporate specific time-oriented goals. Each of the four University Partners has an Office of Postdoctoral Affairs (OPA) to supplement and complement the individual PI-mentors. Each such office offers orientation multiple times a year to ensure a connection with the postdoctoral researcher soon after arrival, and to incorporate them into the postdoctoral network that exists at each institution. With some small variations, each OPA offers frequent workshops, symposia, and events that 1) build research skill development 2) teach them the fundamentals of responsible conduct of research, including data management and ethics 3) provide opportunities to learn leadership, mentorship, and management techniques, and life skills and 4) offer career exploration opportunities and focus on aspects of job preparation such as CV, resume, and cover letter development, networking skills, and interviewing skills.

Opportunities and Resources: Activities for Postdoctoral Researchers to develop mentoring, management, and communications skills, explore career opportunities, and acquire an understanding of Team Science best practices.

IMWEL plans to incorporate postdoctoral researchers in all four foundational elements of the center. Whether the postdoctoral researcher's career goals lie in academia, industry, consulting, or the start-up world, IMWEL will expose them to the center's innovation ecosystem, effective approaches to diversity and culture of inclusion, and equip them with skills to encourage the development of a robust engineering workforce along with the traditional scholarly mentoring. IMWEL will also acquaint its postdoctoral researchers with Team Science principles together with the experiential challenges and rewards of interdisciplinary work as the postdoctoral researchers will span the universities and multiple disciplines including engineering, data science, and psychology. Specifically:

- Postdoctoral Researchers will organize monthly meetings during the academic year of all graduate students across all four core academic partners. IMWEL envisions a short chalk-talk on research and activities focused on one of the other three foundational elements at each meeting. The fact that the postdoctoral researchers will be situated in engineering, biomedical, and psychology laboratories will allow them to demonstrate the challenges and advantages of interdisciplinary understanding.
- Postdoctoral Researchers will mentor the Student Leadership Committee (SLC) as they prepare their annual SWOT analysis.
- Postdoctoral Researchers will mentor Research Experience for Teacher (RET) participants each summer in the IMWEL laboratories, and participate in Research Experience for Undergraduate (REU) program activities.
- Postdoctoral researchers will join the Annual IMWEL meetings with the opportunity to participate in Team Science activities as recommended by UCI's TSAL team. Such skills apply to academia, industry, and start-up efforts.
- Postdoctoral researchers will have the opportunity to participate in the Annual Design Challenge, attend and give presentations at the Annual Innovation Summit, and access the Engineering Innovation Advisory Board mentorship program.

An Annual Progress Assessment will examine the success of the Mentoring Plan, which will track the Postdoctoral Researcher's progress towards their research and career goals.