

## Post-Doc Mentoring Plan

Post-doctoral scholars supported on this project will work closely with the PI and his collaborators, who have experience mentoring postdocs. Postdocs will gain valuable career experience through this apprenticeship and mentoring which will include the following components.

**Recruitment and Orientation.** Postdocs will be recruited through an open recruiting process that will include students of under-represented backgrounds. We will discuss mutual expectations for (a) the amount of independence the Postdoctoral Researcher will have, (b) interaction with other team members, (c) productivity including the importance of scientific publications, (d) work habits and (e) documentation of research methodologies and experimental details so that the work can be continued by other researchers in the future.

**Stimulating and Supportive Environment.** The PI is a member of several interdisciplinary research groups at the University of Washington, including the Interactive Data Lab, the Design-Use-Build (DUB) HCI group, at the eScience Institute. The postdoc will have the opportunity to interact with faculty in all these affiliated groups as well as other groups on the campus. Postdocs at Washington will regularly interact with collaborating faculty at other institutions. This interaction will enhance the postdocs experiences and also benefit the coordination of our project.

**Career Counseling.** The PI has successfully placed postdocs and students in highly sought after, intellectually challenging jobs, including successful outcomes at both industrial research and faculty positions at peer institutions.

**Grant Proposals and Publications.** An important part of the mentoring plan is to give the postdoc experience in writing technical publications and grant proposals so they learn to successfully present their research and obtain funding to pursue their own research agenda as independent researchers. The PI will ensure that the postdocs take the lead on writing relevant papers and are involved in grant proposals (including this one!), planning the proposed research, supervising student researchers, considering budgetary and other management issues in the grant writing process, and following responsible professional practices. We have requested funding to send the postdocs to workshops and conferences, both to present research results and to network with other researchers.

**Teaching and Mentoring Skills.** Postdocs will be involved in teaching graduate courses and possibly also in undergraduate courses (through guest lectures). Several graduate and undergraduate classes taught by the PI are based largely on projects. These classes will provide opportunities for the postdocs to define projects and mentor students working on them. The postdocs will also assist the PI in advising graduate students, particularly those early in their careers, so that she/he receives training in providing new students with problems that best fit their interests and abilities. The PI has already demonstrated initial success in mentoring postdocs, preparing them for an academic or industry career, and broadening their areas of research activity beyond their Ph.D. topics.