

Responsibilities of Postdoctoral Scholars

- I acknowledge that I have the primary responsibility for the development of my own career. I recognize that I must take a realistic look at career opportunities and follow a path that matches my individual skills, values, and interests.
- I understand that it is my responsibility to develop a mutually defined research project with my mentor that includes well-defined goals and timelines. This project should be outlined and agreed upon at the time of the initial appointment.
- I will perform my research activities conscientiously, maintain good research records, and catalog and maintain all tangible research materials that result from the research project.
- I will endeavor to assume progressive responsibility and management of my research project(s) as it matures. I recognize that assuming responsibility for the conduct of research projects is a critical step on the path to independence.
- I will respect all ethical standards when conducting my research including compliance with all institutional and federal regulations as they relate to responsible conduct in research, e.g. privacy and human subjects research, animal care and use, and laboratory safety. I recognize that this commitment includes asking for guidance when presented with ethical or compliance uncertainties and reporting on breeches of ethical or compliance standards by me and/or others.
- I will show respect for and will work collegially with my coworkers, support staff, and other individuals with whom I interact.
- I will seek regular feedback on my performance and ask for a formal evaluation at least annually.
- I will have open and timely discussions with my mentor concerning intellectual property rights, authorship and dissemination of research findings, distribution of research materials to third parties, and submission of research results for publication in a timely manner.
- I recognize that I have embarked on a career requiring “lifelong learning.” To meet this obligation I must stay abreast of the latest

developments in my specialized field through reading the literature, regular attendance at relevant seminar series, and attendance at scholarly meetings.

- I will actively seek opportunities outside the parameters of the research project (e.g. professional development seminars and workshops, teaching) to develop the full set of professional skills necessary to be successful for my chosen career.

Responsibilities of Faculty Mentors

- I acknowledge that the postdoctoral period is a time of advanced training intended to develop the skills needed to promote the career of the Postdoctoral Scholar.
- I will ensure that a mutually agreed upon set of expectations and goals are in place at the outset of the postdoctoral training period, and I will work with the Postdoctoral Scholar to create a development plan.
- I will strive to maintain a relationship with the Postdoctoral Scholar that is based on trust and mutual respect. I acknowledge that open communication and periodic formal performance reviews, conducted at least annually, will help ensure that the expectations of both parties are met.
- I will promote all ethical standards for conducting research including compliance with all institutional and federal regulations as they relate to responsible conduct in research, e.g. privacy and human subjects research, animal care and use, and laboratory safety. I will clearly define expectations for conduct of research in my lab and make myself available to discuss ethical concerns as they arise.
- I will ensure that the Postdoctoral Scholar has sufficient opportunities to acquire the skills necessary to become an expert in an agreed upon area of research.
- I will provide the scholar with the required guidance and mentoring, and will seek the assistance of other faculty and departmental/institutional resources when necessary. I recognize that I must also educate the Postdoctoral Scholar by example and by providing access to formal opportunities/programs in complementary areas necessary for a successful career.

- **I will provide a training environment that is suited to the individual needs of the Postdoctoral Scholar in order to ensure his/her personal and professional growth.** I will encourage a progressive increase in the level of responsibility and independence to facilitate the transition to a fully independent career.
- I will encourage the interaction of the Postdoctoral Scholar with fellow colleagues both intra- and extramurally and encourage the scholar's attendance at professional meetings to network and present research findings.
- **I will ensure that the research performed by a Postdoctoral Scholar is submitted for publication in a timely manner and that she/he receives appropriate credit for the work performed.** I will acknowledge the scholar's development of any intellectual property and will clearly define future access to tangible research materials according to institutional policy.
- **I recognize that there are multiple career options available for a Postdoctoral Scholar and will provide assistance in exploring appropriate options.** I recognize that not all Postdoctoral Scholars will become academic faculty. To prepare a Postdoctoral Scholar for other career paths, I will direct her/him to the resources that explore non-academic careers, and discuss these options.
- **I will commit to being a supportive colleague to Postdoctoral Scholars as they transition the next stage of their career and to the extent possible, throughout their professional life.** I recognize that the role of a mentor continues after the formal training period.

This compact serves both as a pledge and a reminder to Faculty Mentors and their Postdoctoral Scholars that their conduct in fulfilling their commitments to one another should reflect the highest professional standards and mutual respect.

Postdoctoral Scholar signature

Date

Faculty Mentor signature

Date