

The Villanova Institute for Research and Scholarship [VIRS] can work with faculty mentors to develop effective Postdoctoral Mentoring Plans. A formalized Postdoctoral Mentoring Plan should be prepared and shared with the scholar prior to employment, if possible, and in all cases, revised as appropriate within the first 30 days of appointment. After hire and revision of the plan with the Postdoctoral Scholar's input, the final version of the plan should be submitted to [virs@villanova.edu](mailto:virs@villanova.edu) within 60 days of onboarding. -32.772 -1.217 1

- Include expectations and procedures for attendance, notification of absence

examples]. The Postdoctoral Scholar will meet regularly with the faculty mentor(s) [identify names] at least [timeframe, e.g. once per month] to discuss progress on both the research and professional training efforts.

2. Training in Teaching. The Postdoctoral Scholar will gain teaching experience through departmental or program teaching assignments at an expected [fill in load, e.g. 2-2, 6 contact hours per year, etc.] teaching load. These courses will include [add courses if appropriate]. The faculty mentor(s) will discuss effective discipline-based pedagogies with the Postdoctoral Scholar and help socialize them to Villanova academic culture and students. The Postdoctoral Scholar will be encouraged to use campus resources such as VITAL. Feedback on teaching will be provided [add t

engage in reporting activities as appropriate [include as appropriate to project]. The Postdoctoral Scholar will have the opportunity to participate in professional development activities offered by the Villanova Institute for Research and Scholarship, including