



High Energy Physics

Postdoctoral Mentoring Plan

It is the goal of the High Energy Physics (HEP) Division to provide a meaningful career experience for all individuals who have postdoctoral research positions. This is accomplished with a multi-faceted approach which provides a wide array of opportunities. These involve professional development, recognition and career counseling.

Professional Development

HEP Research Groups are organized by research topic, and include senior physicists, assistant physicists, postdocs, and often students and technical staff. For administrative purposes, there is a hierarchy. Each group has a leader who is also the supervisor. However, for professional purposes, the groups act in a collegial manner, and each individual contributes to the goals of the group, and receives help and guidance from the full group. Most of the groups are also part of large international collaborations which are organized in the same way. There are a plethora of meetings for postdocs to communicate their progress and gauge that of their collaborators. It is expected that postdocs will do this.

The major measure of success in HEP is publication of results. It is the responsibility of the supervisor that each postdoc maximizes their opportunities to turn their research into publishable results, and to develop communication skills appropriate for seminars, conference proceedings, etc. They should also help them find other opportunities such as leadership positions, attendance at summer schools, workshop organization, proposal preparation and journal article reviewing, as appropriate.

Implementation

These are the steps implemented to ensure proper mentoring of postdocs:

1. Each postdoc provides an annual research summary, similar to the accomplishment's statements for other staff, which will be reviewed by and discussed with their supervisor. This is part of the annual evaluation submitted to the laboratory.
2. Each postdoc will be asked to give a division seminar on a biannual basis.
3. Each postdoc is encouraged to give external seminars and talks at workshops and conferences.
4. Each postdoc meets with the division director at least once per year to discuss progress and any issues that might come up.
5. The job categories of all postdoctoral supervisors will be checked annually to assure that adequate postdoctoral guidance, consistent with the goals in this policy, is being provided, and that the supervisor's performance is being measured as part of their job reviews.
6. The steps listed in this policy are our goals for postdoctoral mentoring, but the key to implementation is the assignment of responsibility. It is the responsibility of the supervisor to make sure that postdocs are receiving the opportunities mentioned here, and the responsibility of division management to make sure that happens.