



## Commitments of Mentors

- **I understand that establishing norms for communication and aligning my expectations with those of the Postdoctoral Fellow (PDF) as early as possible in the relationship is critical for developing a productive working relationship.** I therefore commit to discussing at the beginning of the fellowship issues that are the most common sources of misunderstanding/conflict in mentor–PDF relationships, including: expectations re work schedules; modes and frequency of communications/meetings; mechanisms for assigning priority to different tasks; reporting requirements (frequency); funding supports; authorship; data collection and stewardship; IP.
- **I acknowledge that the postdoctoral period is devoted to advanced training intended for the development of skills needed to promote the career of the PDF.** I will ensure that the PDF has sufficient opportunities to acquire the skills necessary to become an expert in an area of research investigation. I will work with the PDF as the fellow creates a documented individual career development plan (IDP). I will respect the appointee’s individual career goals and use the IDP as the basis for discussions with the mentee and Mentorship committee to provide support, develop strategies and define opportunities that will maximize potential for success.
- **I will assist with the formation of a PDF Mentorship Committee.**
- **I will work with the PDF to develop a mutually agreed upon research plan with well-defined expectations and goals early in the postdoctoral training period.** I will review the plan’s progress regularly.
- **I will provide regular feedback on performance and career planning and provide a formal evaluation at least annually.** I will be accessible to give advice and feedback on career planning and the PDF’s individual development plan to help define career goals and identify training milestones.
- **I will strive to maintain a relationship with the PDF that is based on trust and mutual respect.** I will provide an environment that is intellectually stimulating, emotionally supportive, safe, equitable, and free of harassment. I acknowledge that open communication is essential.
- **I will demonstrate respect for all PDFs as individuals without regard to gender, race, national origin, religion, disability, or sexual orientation, and I will cultivate a culture of tolerance among the entire laboratory.**
- **I will promote all ethical standards for conducting research—including compliance with all institutional, state, and federal regulations—as they relate to responsible conduct in research, privacy and human subjects research, animal care and use, laboratory safety, authorship, peer-review guidelines, and data reporting, ownership, and sharing.** I will clearly define expectations for the responsible conduct of research in my lab and make myself available to discuss ethical, safety, and any related concerns as they arise.
- **I will provide the PDF with guidance and mentoring and will seek the assistance of other faculty and departmental/institutional resources when necessary. I will also encourage the PDF to seek input from multiple mentors.** I recognize that I must serve as a role model for the PDF and provide access to formal opportunities/programs in complementary areas necessary for a successful career.
- **I will provide a supportive training environment to facilitate the PDF’s personal and professional growth.** I will encourage the PDF to progressively increase levels of responsibility and independence to ensure a successful transition to an independent career.
- **I will ensure that the research performed by the PDF is submitted for publication in a timely manner and that appropriate credit is given to the PDF for work done. I will provide guidance regarding selection of appropriate, reputable journals and will acknowledge the PDF’s contribution to the development of any intellectual property.**
- **I will clearly define future access to tangible research materials according to institutional policy and will discuss this with the PDF and reach mutual agreements that support the PDF’s transition to independence.**
- **To foster career development, I will encourage and assist the PDF to apply for appropriate fellowships and awards that support the transition to independence. I will encourage and facilitate the interaction of the PDF with fellow scientists both intra- and extramurally, including the PDF’s attendance at professional meetings to network and present research findings.**
- **I recognize that there are multiple career options available for PDFs and will provide assistance in exploring appropriate options.** I recognize that not all PDFs will become academic faculty. To prepare PDFs for a variety of career paths, I will direct them to the resources that will allow for exploration of various careers, and I will be available to discuss these options.



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- I will commit to being a supportive colleague to PDFs as they transition to the next stage of their careers and, to the extent possible, throughout their professional lives. I recognize that the role of a mentor continues after the formal training period.

**Signatures**

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**Supervisor**

**Print**

**Date**

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**Postdoctoral Fellow**

**Print**

**Date**