

<p><b>Section 2</b>    <b>Postdoctoral Academic Policies</b>  <b>Subject 2.1</b>   <b>Postdoctoral Certificate Program</b>  <b>Policy 2.1.2</b>   <b>Postdoctoral Compact/Development Plan</b></p>	<p><b>June 2010 - Originated</b>  <b>March 2024-Reviewed w/</b>  <b>changes</b>  <b>Reviewed w/o changes</b>  <b>GSBS - Author</b></p>
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## **Postdoctoral Compact/Development Plan**

**Policy:** Effective with the fall term of 2011, all postdoctoral appointees and their mentors must agree to and participate together in the AAMC Compact Between Postdoctoral Appointees and Their Mentors and the accompanying Individual Development Plan, created by the Federation of American Societies for Experimental Biology (FASEB)'s Science Policy Committee. To facilitate and document participation, this is available as a course, called Mentoring and Career Development for Postdoctoral Scientists (CTPS 6103), in the Postdoctoral Certificate Program (see policy 2.1.1 Postdoctoral Certificate Program).

**Procedure:** Contained within the Blackboard course folder are the two companion documents. Postdoctoral appointees and their mentors must read and agree to the terms of the AAMC compact, initialing their respective sections, and signing the last page of the compact. That document should be retained in the postdoc's departmental personnel file. The appointee and mentor also must discuss and create an Individual Development Plan, using myIDP, found at <https://myidp.sciencecareers.org/>, or an equivalent assessment tool. Consideration should be given to the competencies checklist created by the National Postdoctoral Association. After review of and agreement to the development plan, it must be signed by both mentor and postdoctoral appointee. The original should be retained in the postdoc's departmental personnel file and a copy uploaded in the the Blackboard course folder. Upon receipt of a signed AAMC compact, IDP, and updated CV, the Office of Postdoctoral Affairs will award credit for completing the course. Throughout the year, postdoctoral appointees and mentors are expected to discuss progress and revise goals as they see fit.

**References to other institutional policies:** Postdoctoral Academic Policy 2.1.1 Postdoctoral Certificate Program