Pathways to Successful Completion of a Postdoctoral Appointment
at University of Maryland School of Nursing (UMSON)
(11/15/2022)

This document is intended to provide guidance for both postdoctoral fellows and their faculty mentors. We hope it will be useful in planning goals and activities for both.

	Year 1	Year 2
SUPPORT from UMSON AND UMB*	Mentor SOM Grant Writing Workshops Editing Services for Pubs and Grants Writing Accountability Groups (WAGs) Research QA/IRB Support Pre-Award Budget/Submission Support from Administrative Services Grant Mock Reviews UMSON Statistical Support† Research Center Grants UMNursing Grants† ICTR Grants† ICTR Vouchers† ICTR Studios† *MPower* Grants†	
UMSON FUNDING††	$12,000 for research support (for postdoc's own research)	$12,000 for research support (for postdoc's own research)
REQUIRED TRAINING**	• Responsible Conduct of Research Course at SOM (10 sessions) • Complete required HR, IRB, COI, IACUC, EHS trainings	• Complete required HR, IRB, COI, IACUC, EHS trainings
RECOMMENDED TRAINING (to be discussed with mentors)	• Apply for and attend (if accepted) at least 1 NIH summer institute or UMB or other institution summer research institute	

	Year 1	Year 2
REQUIRED UMSON ACTIVITIES	• Join UMSON Organized Research Center and participate actively • Attend Organized Research Center-related activities • Attend at least two research-related seminars per month	• Participate actively in an UMSON Organized Research Center • Attend Organized Research Center-related activities • Attend at least two research-related seminars per month
ANTICIPATED SCHOLARLY ACTIVITIES	• Actively conduct or participate in a research project related to area of expertise as PI (training grant) or CO-I • Identify independent line of research within the area of mentor's scholarship; develop own project within this scope • 1-2 DB pubs and/or first author review (peer reviewed in reputable journals) • Identify the best conference(s) with the mentor and present a scholarly paper at least 1 conference • Draft and prepare to submit fellowship or small research grant (examples F32, K99, foundation training grants, R03), with a preference for external funding	• Actively conduct or participate in a research project related to area of expertise as PI (training grant) or CO-I • Identify independent line of research within the area of mentor's scholarship; conduct own project within this scope • 2 DB pubs first authored plus co-authored papers (peer reviewed in reputable journals) • Identify the best conference(s) with the mentor and present a scholarly paper at least 1 conference • Submit fellowship or small research grant (examples F32, K99, foundation training grants, R03), with a preference for external funding
ANTICIPATED TEACHING	• Limited (guest lectures); option for 2 courses per academic year if required for previous scholarships only (i.e., Cohen scholar) • Option to take teaching courses or certificate as congruent with individual's goals	• Limited (guest lectures); option for 2 courses per academic year if required for previous scholarships only (i.e., Cohen scholar) • Option to take teaching courses or certificate as congruent with individual's goals
ANTICIPATED SERVICE	• Professional only (manuscript/abstract/grant reviewer) • Present at lunch and learn and/or Organized Research Center meeting	• Professional only (manuscript/ abstract/grant reviewer) • Present at lunch and learn and/or Organized Research Center meeting
CAREER DEVELOPMENT	• Meet with experts in field • Become a member of a professional organization	• Meet with experts in field • Become a member of a committee and take an active role in a professional organization

	Year 1	Year 2
	• Develop mentorship skills in collaboration with mentor • Become a member of a network of postdoctoral scholars at UMSON and UMB • Take advantage of opportunities for development across UMB campus; for example, CARTI activities • Prepare for oral presentations • Prepare for an academic/job interview	• Develop mentorship skills in collaboration with mentor • Become a member of a network of postdoctoral scholars at UMSON and UMB • Take advantage of opportunities for development across UMB campus; for example, CARTI activities • Prepare for an academic/job interview • Apply for jobs (early and often)

† Available only for project where the mentor serves as PI
†† Funds may be used for research purposes, including training courses, and travel to attend training courses or present findings according to UMSON policies with prior approval and contingent on IRB/IACUC approval
* A third year of a postdoctoral position may be permitted in special circumstances; no additional research funding will be provided by UMSON
** Postdoctoral fellow: Please send a copy of training/attendance certificates from all trainings to your mentor **AND** to
nrs_postdocprogramdirector@lists.umaryland.edu

Key to Abbreviations:

CARTI = Center for Advanced Research Training and Innovation; CO-I = co-investigator; COI = conflict of interest; DB = databased; EHS = Environmental Health Services; IACUC = Institutional Animal Care and Use Committee; HR = human resources; ICTR = Institute for Clinical and Translational Research; IRB = Institutional Review Board (human subjects); MPI = multiple principal investigator; ORS = Office of Research and Scholarship; PI = principal investigator; pub = publication; QA = quality assurance; SOM = School of Medicine; UMB = University of Maryland, Baltimore; UMSON = University of Maryland School of Nursing