



**Commitments of Postdoctoral Fellows**

- **I acknowledge that I have the primary responsibility for the development of my own career.** I recognize that I need to explore career opportunities and follow a path that matches my individual skills, values, and interests. I understand that there are tools such as the individual development plan that I should use to help me define my career goals and develop my training plan.
- **I will develop with my mentor a mutually agreed upon research plan that includes well-defined goals and timelines.** Ideally, this plan should be developed early in the appointment period and be reviewed at least annually.
- **I will seek regular feedback on my performance and career planning and ask for a formal evaluation at least annually.** I will use this feedback to seek opportunities for development and to build on my strengths.
- **I will perform my research activities conscientiously, maintain complete and accurate research records, and catalog and maintain all tangible research materials that result from the research project.**
- **I will respect all ethical standards—including compliance with all institutional, state, and federal regulations—as they relate to responsible conduct in research, possible conflicts of interest, privacy and human subjects research, animal care and use, laboratory safety, authorship, peer-review guidelines, and data ownership, reporting, and sharing.** I recognize that this commitment includes asking for guidance when presented with ethical or compliance uncertainties and reporting on breaches of ethical or compliance standards by me and/or others.
- **I will show respect for and will work collegially with mentors, faculty, trainees, staff, and other individuals with whom I interact. I will contribute to an environment that is safe, equitable, and free of harassment.** I will be an active, contributing member to all team efforts and collaborations and will respect individual contributions. I am committed to communicating the value of research to advance the public good.
- **I will endeavor to assume progressive responsibility and management of my research project(s) as it matures.** I recognize that assuming responsibility for the conduct of research projects is critical to my career path.
- **I will have open and timely discussions with my mentor concerning the dissemination of research findings and the distribution of research materials to third parties. I will also work with my mentor to disseminate research results in a timely manner.**
- **With respect to data ownership, I acknowledge that original notebooks, digital files, and tangible research materials belong to the institution and will remain in the lab when I finish my appointment, in accordance with institutional policy.** I will discuss data ownership with my mentor and reach mutual agreements on future access to tangible research materials and ideas.
- **I recognize that I have embarked on a career requiring lifelong learning.** To meet this obligation, I must stay abreast of the latest developments in science, especially in my specialized field. I will do this by engaging in activities such as reading the literature, participating regularly at relevant seminar series, attending scientific meetings, and interacting with leaders in my field and collaborators. In addition, I will apply for appropriate fellowships and awards that support my transition to independence.
- **I will actively seek opportunities outside the laboratory (e.g., professional development seminars and workshops on oral communication, scientific writing, collaborative research, and teaching) to develop the full set of professional skills necessary for success in my chosen career.**
- **I recognize that the relationship with my mentor continues after my formal training period, and I will commit to being a supportive colleague throughout my professional life.**

Signatures

Postdoctoral Fellow	Print	Date
Supervisor	Print	Date