

NATURENET SCIENCE FELLOWS PROGRAM

UNIVERSITY MENTORSHIP GUIDELINES AND EXPECTATIONS

MENTORSHIP PROGRAM

OVERVIEW

The NatureNet Fellowship program includes a mentoring team of an academic scientist from one of our partnering universities and one or more TNC staff members. This team of academic and TNC mentors is a critical component to the program, distinguishing it from other postdoctoral opportunities.

The mentor team supports the Fellow to:

- Focus their research on important and feasible research questions that will have real-world impacts on conservation practice.
- Negotiate the cultural and institutional hurdles of their respective organizations.
- Support their professional growth within conservation science.

MENTORSHIP EXPECTATIONS

1. Meet regularly with your Fellow and their TNC Mentor to discuss progress on their research including: review of original data; data collection issues; additional experiments to be performed or data to be collected; data analysis and interpretation; and dissemination of results. ALL PARTIES SHOULD BE INVOLVED IN DETERMINING THE FREQUENCY OF CHECK-INS.
2. Attend the annual orientation and training meeting. During this time, the University Mentor will meet with the Fellow and TNC Mentor to develop and track the Fellow's research project.
3. Provide a brief summary, when requested by Program Director, on your Fellow's research progress, conservation and career development activities, and assessment of the mentorship.

MENTORSHIP GUIDELINES

ACADEMIC DEVELOPMENT

- Assist the Fellow in refining his/her research project to meet fellowship goals and themes.
- Orient and expose the Fellow to academic culture and expectations and act as a resource and advocate for the Fellow at your University.
 - Introduce them to your work and share how your experiences brought you to your University.
 - Involve them in lab meetings.
 - Introduce them to scientists and other colleagues.
 - Make sure they are included on e-mail lists for announcements and events.
 - Encourage their invitation to events with visitors, speakers, and donors.

- Encourage Fellows to participate in other University activities.
- Support the Fellow in connecting with and participating in University activities, including opportunities to give research talks or attend conferences and workshops.
- Identify colleagues throughout your network that have complementary research interests and could provide additional guidance or collaborations for your Fellow.

SCIENCE DEVELOPMENT

- Work collaboratively with the Fellow and TNC Mentor to develop the Fellow's research project to meet the objective of the NNSF program and implement publishable research.
- Facilitate conference and meeting attendance where Fellows can present their work and expand their networks.
- Provide feedback on manuscripts and presentation style critiques as needed.
- Recommend your Fellow as speakers or session chairs at regional, national and international conferences.
- Recommend your Fellow as manuscript reviewers to the journal editors with which you work.

PROFESSIONAL DEVELOPMENT

- Discuss career goals with the Fellow and describe how you can help them to reach these goals.
 - Review the skills assessment survey (below) with your Fellow and their TNC Mentor and determine what skills you can help your Fellow practice and/or achieve.
- Offer training and hands-on experience in publishing and grant writing by collaborating with your postdocs on manuscripts and future proposals.
- Provide input and feedback on your postdocs' job search preparation, such as curriculum vitae (CV) development, drafting a research statement, practicing presentations, or rehearsing interviews.
- Provide letters of recommendation for job searches.