

Faculty Mentor Guide for Postdocs

How familiar are you with your circle of support?



OFFICE OF THE VICE CHANCELLOR FOR RESEARCH
Postdoctoral Affairs



Mentor Competencies

- Align Expectations
- Maintain Effective Communication
- Foster Independence
- Promote Professional Development
- Articulate Mentoring Philosophy & Plan

Additional resources for Mentors

1. Office of Graduate Education (School of Medicine) Faculty Mentoring Programs
2. University Leadership Education and Development (ULEAD)
3. Science of Effective Mentoring in STEMM
4. Raising a Resilient Scientist Series
5. Center for the Improvement of Mentored Experiences in Research (CIMER) Mentor/Mentee Resources
6. National Center for Faculty Development & Diversity (NCFDD)
7. National Resource Mentoring Network



carolinaready.unc.edu
Be prepared for emergencies before they happen.



alertcarolina.unc.edu
Safety announcements and updates

1. **Office of Postdoctoral Affairs (OPA)/OPAHR** plays a key role in enhancing, supporting, and promoting postdoctoral training at the University of North Carolina at Chapel Hill and helping to prepare postdoctoral scholars for successful research careers. OPA serves postdoctoral scholars, faculty, and human resources professionals in all disciplines, schools, and colleges across the University. OPA serves as a central resource on campus for UNC postdoctoral policies, postdoctoral benefits or grievances. Additionally, OPAHR advises departments on postdoctoral recruitment, hiring, and retention.
2. **Organizational and Professional Development (Management Training and Resources)** have numerous courses available for new managers and supervisors, experienced managers and supervisors and individual contributors that would like to become a manager or supervisor. A list of suggested courses: [Focus Areas - Supervisory/Management \(hr.unc.edu/training/focus-areas/\)](https://hr.unc.edu/training/focus-areas/)
3. **Equal Opportunity and Compliance (EOC)** assists the University community with disability, pregnancy and religious accommodation requests, including auxiliary aids and services. EOC also offers training and consulting services to address any questions or accessibility needs and has a number of Americans with Disabilities Act (ADA)-related resources and programs.
4. **The University Ombuds Office** is a safe place where all Carolina staff, faculty, students and administrators are welcome to come and talk in confidence about any campus issue, problem, or dispute. If you are unsure what to do, talking with an independent and impartial ombuds can be a good next step.
5. **Office of International Student and Scholar Services (ISSS)** serves as the principal administrative, programming, and advising office for over 2700 international students, faculty, and academic staff annually at UNC.
6. **Campus Health (mental health and well-being)** If you are concerned about immediate safety... 24 hours a day, 7 days a week: *Call 911 or CAPS or call 919-966-3658*
7. **The Office of Faculty Affairs** provides leadership, guidance and oversight of university-wide strategies and programs to provide resources for faculty success.
8. **Conflict of Interest Office** UNC-Chapel Hill's Policy on Individual Conflicts of Interest and Commitment requires every Postdoc participating in sponsored research or human subjects studies to complete a project-specific questionnaire identifying any financial relationships or other interests related to each research project.
9. **Employee and Management Relations (E&MR)** provides consistent, equitable and timely consultative services regarding UNC's policies and procedures to enhance collaboration and organizational effectiveness, foster reliable and accountable partnerships and cultivate an engaging work environment for all employees, managers and the entire UNC community.
10. **Center for Faculty Excellence's** mission is to enable faculty members in all disciplines to reach their goals in teaching, research, mentoring, and leadership throughout their careers.
11. **UNC-Chapel Hill Employee Assistance Program (EAP)**, provides free, confidential counseling and resources 24/7 to help University employees deal with personal and work-related concerns
12. **Carolina Ready Campus Safety** has developed a University-wide public safety campaign – Carolina Ready – to help you **Be Informed** of how UNC communicates emergency information, **Be Prepared** with creating personal emergency plans, and **Take Action** when emergencies occur.
campussafety.unc.edu/carolina-ready/