

GUIDELINES FOR POSTDOCTORAL POSITIONS AT VILLANOVA UNIVERSITY

General- Villanova University adopts the National Postdoctoral Association definition of a Postdoctoral Scholar as “an individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of ~~acquiring~~ ^{gaining} the professional skills needed to pursue a career path of their choosing.” Postdoctoral appointments provide opportunities for recent advanced

Types of Postdoctoral Scholars

There are mainly two different models of Postdoctoral Scholars at Villanova. Research focused Postdoctoral Scholars participate in research/scholarly training under the mentorship of an identified faculty member(s). These positions are often paid through extramural funding but could also be funded

Annual Review

To provide an excellent training and mentoring environment for Villanova postdoctoral scholars, scholars should receive regular feedback from their mentor(s) in order to grow professionally and benefit from praise as well as critique. While the feedback should occur at regular intervals during the Postdoctoral Scholar's appointment, at a minimum, formalized annual performance reviews should be conducted. Evaluations should be completed using the faculty evaluation process and guidelines relevant to that particular Postdoctoral Program and college/department. If this process includes evaluation by e.g. a Department Chair or Dean, the input of the scholar's mentor should be explicitly included in the evaluation materials.

The annual review also provides an important opportunity for the scholar and mentor to review the postdoctoral mentoring plan and the progress made. This is needed to ensure that the expectations of both parties are being met and that appropriate modifications of the plan or the ~~comp~~ to the plan are made.

Appointment Changes: Reappointment & Termination

Changes to existing appointments, including renewal, resignation/separation, or change in terms should