

Throughout each year, as part of the University of Miami [Postdoctoral Programs Office](#), offers a series of intensive workshops involving a combination of lectures, discussions, readings, written exercises, and practical experiences to enhance professional development for post doctoral associates and graduate students. These events include workshops to enhance skills in scientific writing for publication of research articles, obtaining funding, making effective oral presentations, and teaching and mentoring the next generation. Every year trainers from the National Center for Biotechnology Information (NCBI) are invited to conduct workshops based on the bioinformatics needs of the University of Miami research community.

Faculty mentors and their post doctoral associates are encouraged to create a [Postdoctoral Compact](#) and an [Individual Development Plan](#). The Compact establishes joint expectations between the postdoctoral fellow and the mentor. This Compact should normally be established during the hiring process and signed by both the mentor and trainee at the time of hire. The Individual Development Plan provides a planning process that identifies professional development needs and career objectives and serves also as a communication tool between trainees and their mentors.