



NEWT faculty and postdocs are expected to work collaboratively toward the common vision of NEWT, and in the process, build a culture of excellence in innovation, inclusion and sustainability.

A NEWT **faculty member** is expected to:

- Maintain high standards in research, education and service.
- Explain to incoming students and postdocs what it means to be a NEWT member—the expectations, obligations and privileges, including understanding the value of having a diverse community where we accept and build upon each other’s differences.
- Participate in NEWT activities, such as the core course, science seminar, and Monday meetings.
- Facilitate student and postdoc participation in NEWT-related activities, such as the Monday meetings, the Student and Postdoc Leadership Council (SPLC), outreach events, professional development activities, and diversity and inclusion training.
- Promote student and postdoc participation in research projects involving collaboration with other NEWT groups, industry partners, and/or international collaborators.
- Collaborate with graduate students and postdocs on the development of an Individual Development Plan (IDP), review it regularly, and support the goals and actions resulting from the IDP.
- Host undergraduate researchers, and/or participants from the REU, RET or similar NEWT education programs, and facilitate the development of mentoring skills of graduate students and postdocs.

A NEWT **postdoc** is expected to:

- Conduct research relevant to the objectives of NEWT, and disseminate the research through relevant channels, such as peer-reviewed journals and academic conferences.
- Collaborate in the creation of a center culture by participating in NEWT-related activities, such as NEWT Monday meetings, seminars, mentoring, outreach events, and diversity and inclusion training.
- Prepare an Individual Development Plan (IDP) in collaboration with their advisor to help set career goals, and to plan and track the acquisition of the skill set necessary for their career plans.
- Take advantage of the unique opportunities offered to NEWT postdocs, such as:
 - Interaction with other NEWT members – NEWT actively encourages collaboration between NEWT research groups, group members and NEWT staff.
 - Interaction with industrial partners – Involving activities such as collaboration and internships with industrial partners, and entrepreneurship and innovation training experiences.
 - Professional development – NEWT provides workshops for graduate and postdocs on topics such as effective mentoring, engineering leadership, preparation for academic, industrial, or public service careers, and other topics.
 - Leadership opportunities – Postdocs are encouraged to lead NEWT activities such as workshops, career/skill development seminars, core-course sessions, and industry meetings.

I have read the ***faculty and postdoc MOU*** and I agree to help build a culture of excellence in innovation, inclusion and sustainability in NEWT. I certify that the postdoc has completed the NEWT demographic survey available here: <https://newtcenter.typeform.com/to/bWPg9E5y>

Faculty Name: _____ Signature: _____ Date: _____

Postdoc Name: _____ Signature: _____ Date: _____