Mentoring Philosophy:

In a university setting, research is primarily a vehicle for teaching individuals how to creatively tackle complex problems. So, for me, one of the greatest things is not about the scientific discoveries that you make, but rather witnessing mentees grasp this process. Interacting with them is probably the most rewarding part of the job, and I believe that strength of the academia lies in the fertilization of ideas between different departments and individuals with different skills. Throughout my career in academia (over seven years), I've taken tremendous pride and joy in teaching and mentoring, with a focus on advanced courses in applied electromagnetics and microwave remote sensing within electrical engineering.

The core of my philosophy as a postdoctoral mentor is to provide a supportive, collaborative, and inclusive environment that fosters the mentee both academically and personally. To create such environment, I provide individualized support, prioritize open communication, cultivate sense of ownership of his/her projects, facilitate networking opportunities, promote work-life balance and a culture of collaboration, inclusivity. In order to realize this philosophy, I meet the mentee on a regular basis, listen, share, and provide feedback. Through these actions, the mentee feels sense of belongness to the research group, realizes his/her full potential, becomes independent scholar, and makes meaningful contributions to his/her career and fields.

Mentoring Plan:

I have had the privilege of working with and mentoring highly talented individuals. Over the past seven years, I have supervised the graduation of four Ph.D. and four M.S. students, and worked with two postdoctoral researchers. After the graduations, my advisees started to work at prestigious institutes such as NASA Goddard Space Flight Center, Johns Hopkins University Applied Physics Lab, University Corporation for Atmospheric Research, Raytheon. Notably, three of my past students received NASA graduate fellowships in 2018, 2021, and 2023. These fellowships are very competitive and the awards are granted to less than 15% of applicants from multitude of disciplines in STEM. These remarkable accomplishments are a testament to their hard work and dedication. I am so excited to see what is going to happen in the next decade for them.

My current research team comprises five Ph.D. students, three of whom joined this semester, while the remaining two transitioned from my previous institution to UGA. I am particularly keen on involving postdoctoral fellows in mentoring graduate students and assisting me in reestablishing my lab at UGA. Through this engagement, the postdoctoral mentee will gain insight into the operations and dynamics of a new lab. He or she can witness such process from firsthand. Furthermore, as our students are currently exploring diverse topics, this opportunity can also enrich the research portfolio of the postdoctoral mentee. Drawing from my past experience in mentoring and guiding Ph.D. students, as well as working with postdoctoral fellows, the mentee will observe how students progress into accomplished researchers. We conduct weekly group and one-on-one meetings to provide feedback, guidance, and align goals. I encourage active participation of lab members in university-based professional development activities and professional societies. Additionally, I have ongoing collaborations with NASA centers and other universities, and I involve my students and mentees in these projects to foster

their own career collaborations. My mentoring approach is flexible and adapts to the needs of my lab members. I prioritize open communication, skill enhancement, and maintaining a healthy work-life balance. Through personalized support, effective communication, and fostering collaboration, the mentoring plan aims to empower postdoctoral researchers to excel in both their research endeavors and professional growth