**National Science Foundation— Postdoctoral Researcher Mentoring Plan**

**Last updated: 5/8/2020**

*[Note: The following mentoring plan is an example. Each plan should be tailored to the proposed project, the department’s goals, and the needs of the postdoctoral researcher(s). This section* ***must not exceed 1 page****. If the project will involve multiple PIs/Co-PIs or institutions, the mentoring plan intended for* ***all*** *postdocs must be reflected within the 1-page limit. For more information, see* [*PAPPG Ch. II. C. j]*](https://www.nsf.gov/pubs/policydocs/pappg20_1/pappg_2.jsp#IIC2j)

The **goal** of the mentoring plan is to provide the skills, knowledge, and experiences necessary to prepare postdoctoral researchers to excel in their chosen career path. Specific elements of the plan will include:

# **Orientation** will include in-depth conversations between <PI name> and the postdoc. To assist in the expectation setting process, postdocs and PIs are encouraged to complete an Initial Meeting Template/Worksheet for Postdoc and Mentor as well as annual review meetings.

# **Career Counseling/Advising** will be provided in part by <PI name>.

# **Experience with Grant Proposals** will be gained by direct involvement in proposals prepared by < PI name>. Postdocs will have opportunities to learn best practices in proposal preparation, including identification of key research questions, definition of objectives, description of approach and rationale, and construction of a work plan, timeline, and budget. Postdocs may also have access to sample successful and unsuccessful grants, as well as grant writing tips and assistance.

# **Publications and Presentations** are expected to result from the work supported by the grant. These will be prepared under the direction of < PI name> and in collaboration with other researchers as appropriate. Postdocs will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences. Additionally, postdoc researchers will have access to professional development opportunities.

# **Teaching and Mentoring Skills** will be developed in the context of regular meetings within their research groups during which students and postdocs describe their work to colleagues and assist each other with solutions to challenging research problems, often resulting in cross- fertilization of ideas and team science.

# **Instruction in Professional Practices** will be provided on a regular basis in the context of the research work and will include fundamentals of the scientific method, laboratory safety, and other standards of professional practice.

* **Technology Transfer.** Postdocs will be given an opportunity to become familiar with the university-industry relationship, including applicable confidentiality requirements and preparation of invention disclosure applications.
* **Success of the Mentoring Plan** will be assessed by tracking the postdoctoral researcher’s progress toward his/her research and career goals.