**Postdoctoral Researcher Mentoring Plan**

* Template instructions per [NSF PAPPG 17-1](https://nsf.gov/pubs/policydocs/pappg17_1/pappg_2.jsp#bfn27) guidelines.
* Each proposal that requests funding to support **postdoctoral researchers** must include a description of the mentoring activities that will be provided for such individuals.
  + Mentoring activities provided to postdoctoral researchers supported on the project will be evaluated under the Broader Impacts review criterion.
* The plan must describe the mentoring that will be provided to all postdoctoral researchers supported by the project, regardless of whether they reside at the submitting organization, any subrecipient organization, or any organization participating in a simultaneously submitted collaborative proposal.
  + For purposes of meeting the mentoring requirement, simultaneously submitted collaborative proposals, and collaborative proposals that include subawards, constitute a single unified project. **Therefore, only one mentoring plan may be submitted for the entire project.**
  + In situations where a postdoctoral researcher is listed in Section A of the NSF Budget, and is functioning in a Senior Personnel capacity (i.e., responsible for the scientific or technical direction of the project), a mentoring plan is **not** required.
* *Examples of mentoring activities include, but are not limited to:* career counseling; training in preparation of grant proposals, publications and presentations; guidance on ways to improve teaching and mentoring skills; guidance on how to effectively collaborate with researchers from diverse backgrounds and disciplinary areas; training in responsible professional practices.
* [Standard NSF PAPPG 17-1](https://www.nsf.gov/pubs/policydocs/pappg17_1/pappg_2.jsp#IIB1) formatting applies.
* Limited to **1 page max**. *Plan must not be used to circumvent the Project Description 15-page limit.*
* Upload document under “Mentoring Plan” in the supplementary documentation section of FastLane.

***General Example:***

**This Postdoctoral Researcher Mentoring Plan** has been prepared by [University name/acronym and Project Team name]. The Plan establishes guidelines for work to be performed by a Postdoctoral Researcher in support of the [Funding Agency and Announcement/Program name] project submission entitled “[Title of Proposed Project]” submitted by [University acronym]. The Postdoctoral Researcher assigned to the project will work in the [laboratory name] and will conduct research on [assigned tasks]. The goal of the mentoring plan is be to provide the skills, knowledge and experiences necessary to prepare the postdoctoral researcher to excel in his/her chosen career path. Specific elements of the mentoring plan will include the following:

**Orientation** will include in-depth conversations between [PI name] and the Postdoctoral Researcher. Mutual expectations will be discussed and agreed upon in advance. Orientation topics will include (a) the amount of independence the Postdoctoral Researcher requires, (b) interaction with coworkers, (c) productivity including the importance of scientific publications, (d) work habits and laboratory safety, and (e) documentation of research methodologies and experimental details so that the work can be continued by other researchers in the future.

**Career Counseling** will be directed at providing the Postdoctoral Researcher with the skills, knowledge, and experience needed to excel in his/her chosen career path. In addition to guidance provided by [PI name], the Postdoctoral Researcher will be encouraged to discuss career options with researchers and managers at [laboratory name and/or University name] and with former students and colleagues [through networking means (e.g., contact directory, events, etc.)].

**Experience with Preparation of Grant Proposals** will be gained by direct involvement of the Postdoctoral Researcher in proposals prepared by [Project Team name]. The Postdoctoral Researcher will have an opportunity 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.

**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 researchers at [laboratory name and/or University name] as appropriate. The Postdoctoral Researcher will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences.

**Teaching and Mentoring Skills** will be developed in the context of regular meetings with [Project Team name] during which graduate students and postdoctoral researchers describe their work to colleagues within the group and assist each other with solutions to challenging research problems, often resulting in cross fertilization of ideas.

**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. In addition, the Postdoctoral Researcher will be encouraged to affiliate with one or more professional societies in his/her chosen field.

**Technology Transfer** activities will include regular contact with [researchers and/or professionals] in [Department/Office (e.g., Office of Research & Commercialization, Office of Tech Transfer)]. The Postdoctoral Researcher 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 monitoring the personal progress of the Postdoctoral Researcher through a tracking of the Postdoctoral Researcher’s progress toward his/her career goals after finishing the postdoctoral program.