**National Science Foundation— Postdoctoral Researcher (PR) Mentoring Plan**

*[Note: The following mentoring plan is an example. The specific mentoring plan a PI develops should fit the project, the department’s goals, and the needs of the postdoctoral researcher(s) to be mentored.]*

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

# **Orientation** will include in-depth conversations between <PI name> and the PR. To assist in the expectation setting process, the PR and PI are encouraged to complete an initial orientation meeting for the Postdoc and Mentor as well as annual review meetings.

# **Experience with Grant Proposals** will be gained by direct involvement in proposals prepared by < PI name>. PRs 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 Utah State University as appropriate. PRs 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 within their research group during which graduate students and PRs 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, PRs will be encouraged to affiliate with one or more professional societies in their chosen field.

* **Success of the Mentoring Plan** will be assessed by tracking the Postdoctoral Researcher’s progress toward his/her research and career goals.