***\*Do not forget to remove instructional text, which is in red font, and revise as needed. Limit to 1 page.***

*NSF Instructions from the NSF Proposal & Award Policies & Procedures Guide (PAPPG):* [*https://www.nsf.gov/pubs/policydocs/pappg19\_1/pappg\_2.jsp#IIC2j*](https://www.nsf.gov/pubs/policydocs/pappg19_1/pappg_2.jsp#IIC2j)

*Postdoctoral Researcher Mentoring Plan. Each proposal that requests funding to support postdoctoral researchers must upload under “Mentoring Plan” in the supplementary documentation section of FastLane, a description of the mentoring activities that will be provided for such individuals. In no more than one page, the mentoring 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 at any organization participating in a simultaneously submitted collaborative proposal. Proposers are advised that the mentoring plan must not be used to circumvent the 15-page Project Description limitation. Mentoring activities provided to postdoctoral researchers supported on the project will be evaluated under the Broader Impacts review criterion.*

*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; and training in responsible professional practices.*

*If you know who the postdoctoral scholar will be, it is best to individualize the plan to that specific person. Additionally, incorporate specifics from your proposal into the plan. Examples include:*

* *Co-advising or interdisciplinary training if a multi-PI/Center proposal and/or across institutions*
* *Integrate postdoc(s) into activities that are proposed in the broader impacts section of the proposal – e.g., teaching, outreach, international collaborations, industry/entrepreneurial activities – and give specifics on how they will be involved, especially leadership roles, and how they will be mentored.*
* *Specifying known strengths weaknesses in their education/past mentoring and how you can utilize or address these. For example, if they come from a different field, how can you get them up to speed on the technical aspects of the research.*

*Note: 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.*

*Note: For collaborative proposals, the Postdoctoral Research Mentoring Plan is to be included in the proposal of the primary (lead) institution, even if the postdoctoral personnel are working at the non-lead institution.*

The following text is for a single postdoc, if you have more than one postdoc, please make it plural. Also, pick and choose from the bullets what you deem best for your project, discipline, and postdoc.

**Postdoctoral Researcher Mentoring Plan**

The PI/project team is committed to assisting the project’s X postdoctoral scholar in their career development and will make use of resources, including those at partner institutions, established specifically to provide the skills, knowledge, and experiences necessary to prepare the postdoctoral researcher to excel in their chosen career path. The PI/project team will follow mentoring guidance from the National Academy of Sciences’ “Enhancing the Postdoctoral Experience for Scientists and Engineers: A Guide for Postdoctoral Scholars, Advisers, Institutions, Funding Organizations, and Disciplinary Societies” (NAS, 2000).

The advisor and the postdoc will co-develop an individually tailored mentorship plan to clarify expectations of the postdoc and roles of both. The UCI Postdoc Individual Development Plan (IDP) will be the required template used, and the template and guide are available to all via website download. The IDP sets out the following steps: (1) self-assessment by the postdoc; (2) discussion between the postdoc and faculty advisor to identify the postdoc’s career opportunities, developmental needs, and discipline-specific needs; (3) documentation of the postdoc’s duties, responsibilities, and short- and long-term goals; and (4) implementation of the plan and revisions as appropriate. The postdoc will meet with their advisor once a week to discuss research progress as well as a separate monthly mentoring meeting focusing on career development, job opportunities, and progress toward their written goals. Written performance evaluations will occur annually and will be signed off by both the faculty advisor and postdoc. The PI will track the postdoc’s progress toward their career goals after s/he finishes the project and after s/he leaves the PI’s group.

Additional text suggestions

* The collaborative multi-PI research environment exposes the postdoc to a much larger range of science and facilities than possible in disciplinary projects, substantially enhancing their training and preparation to become an independent scientist.
* The postdoc will be required to participate in education/outreach activities and to mentor graduate students … [tie in with broader impacts activities proposed].
* The PI will implement mentoring strategies that have successfully been shown to improve the advancement of URM and women scientists, such as [ideas: role models (even if another faculty member); building a supportive community; fund them to attend meetings/conferences, encourage them to take advantage of the campus’s professional development resources, such as imposter syndrome training and the campus-wide [UCI-GPS](http://www.grad.uci.edu/professional-success/index.html) (UC Irvine Graduate Professional Success) programs.]

In addition to this structured IDP, the postdoc will receive the following opportunities [pick/edit as you see fit]:

Training in the Responsible Conduct of Research (RCR): The PI will mentor the postdoc by following research conduct rules established by the National Academies of Sciences in *Fostering Integrity in Research* (NAS, 2017). In addition, through established campus programs, RCR training includes 1) data acquisition, management, sharing and ownership; 2) mentor/trainee responsibilities; 3) publication practice and responsible authorship; 4) peer review; 5) collaborations; 6) research misconduct; and 7) conflicts of interest and commitment.

Training in Human Subjects research and the use of laboratory animals [if applicable]: The project does X, and therefore X training is needed. UCI Office of Research provides both “in person” and/or web-based training modules for human subjects and animal use training requirements.

Career training and professional development: The postdoc will be mentored in manuscript writing, grant writing, and the reviewing of technical papers for peer-reviewed journals. The postdoc will be expected to author multiple peer-reviewed papers and to communicate their research at conferences (e.g., examples if you have space), with the PI providing travel support. Project activities (e.g., group meetings, broader impacts activities, professional development activities) provide a forum for the postdoc to present their research accomplishments, to receive feedback, and to hone their presentation and communication skills.

The PI will encourage the postdoc, and provide funding as needed, to attend professional development workshops/seminars at conferences or through the UCI Office of Postdoctoral Affairs (OPA). OPA puts out a weekly postdoctoral newsletter with information on professional development offerings through the Graduate Division and other campus units. Non-academic career advice and services are available through the UCI Career Center.

Mentoring skills development: The postdoc will oversee the day-to-day supervision of graduate and undergraduate students on the project. For guidance, the PI will oversee this relationship and provide feedback to the postdoc, and if needed, the PI will direct the postdoc to receive more formal mentorship training through UCI Graduate Division. Additionally, the UCI Postdoctoral Association fosters a sense of community among postdocs and provides peer mentoring opportunities.

Guidance on ways to improve teaching: [Include teaching/mentoring involvement with your classes or broader impacts activities, give specifics.] Formal teaching skills are offered by the UCI Teaching, Learning and Technology Center (TLTC). Additionally, through the TLTC’s online portal, the PI will require the postdoc to complete the six training sessions on implicit bias and how it relates to the goal of advancing diversity.

Training in interdisciplinary collaborative research: The research that the postdoc will undertake is highly interdisciplinary and involves collaborators from diverse backgrounds and fields. Co-mentors, integrated research projects, and [make specific] activities will expose postdocs to team science. [Can add in international training if relevant]

Entrepreneurial training and industry engagement: UCI Beall Applied Innovation is the nexus that brings campus-based people and discoveries together with Southern California’s business community, and provides resources for the postdoc to participate in training activities (e.g., NSF I-Corps, SBIR/STTR workshops), networking events, and innovation slams.