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NSF Postdoctoral Researcher Mentoring Plan Template

# Postdoctoral Researcher Mentoring Plan Requirements

Proposals that request funding to support postdoctoral researchers are required to upload a Postdoctoral Researcher Mentoring Plan under “Mentoring Plan” in the Supplementary Documents section of Fastlane or Research.gov. This document must **not exceed 1 page in length**. If the project will involve multiple PIs/Co-PIs or institutions, the mentoring plan intended for all postdocs, regardless of their home institution, must be reflected within the 1-page limit.

The Postdoctoral Researcher Mentoring Plan must not be used to circumvent the Project Description page limitation described in the program solicitation and/or NSF Proposal and Award Policies and Procedures Guide (PAPPG). Mentoring plans will be reviewed according to the Broader Impacts review criterion. For more information about the Postdoctoral Researcher Mentoring Plan, please see the [NSF PAPPG (22-1)](about:blank).

# Help with Your Postdoctoral Researcher Mentoring Plan

The following mentoring plan is an example. The mentoring plan activities in this template may not be relevant to your project. Each plan should be tailored to the proposed project, the department’s goals, and the needs of the postdoctoral researcher(s). When preparing your mentoring plan, insert information specific to your project. Remember to replace <PI Name> with the names of the PIs/Co-PIs/institutions that will be involved in that activity and remove the angle brackets (< >) and highlighting.

*If you need additional help with your Postdoctoral Researcher Mentoring Plan, please contact the* ***Office of Research Development*** *(*[***researchdevelopment@tamucc.edu***](about:blank)*).*

# Postdoctoral Researcher Mentoring Plan

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>. Postdocs at TAMU-CC also have access to workshops on professional development offered by the Research Development Office within the Division of Research and Innovation.
* **Experience with Grant Proposals** will be gained by direct involvement in proposal development with <PI name> to learn best practices, including identification of key research questions, definition of objectives, description of approach and rationale, and construction of a work plan, timeline, and budget. Postdocs will also have access to 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 researchers at TAMU-CC 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...
* **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 new ideas. For example, the postdoc may be tasked with supervision of graduate student researchers, under direction of PI, for specific tasks related to the project, etc.
* **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, postdocs will be encouraged to affiliate with one or more professional societies in their chosen field. Postdoctoral researchers will also have access to “Responsible Conduct of Research,” training courses offered by the TAMU-System.
* **Technology Transfer** activities will include regular contact with researchers at TAMU-CC. Postdocs will learn about the university-industry relationship, including applicable confidentiality requirements and preparation of invention disclosures via TAMU-CC’s Commercialization Office within the Division of Research and Innovation.
* **Success of the Mentoring Plan** will be assessed by tracking the postdoctoral researcher’s progress toward his/her research and career goals. This can be assessed through periodic evaluation memos, final report, and/or other appropriate output or deliverable that mesures the success of the mentoring plan.