**Postdoctoral and Graduate Research Assistant Mentoring Plan**

This project will fund one graduate research assistant (GRA) at Iowa and one GRA at Penn State as well as provide summer support to co-PI Dr. Yuehong Cassandra Tai, who is currently a postdoctoral fellow at Penn State’s Center for Social Data Analytics.

**1. Developing and implementing an Individual Development Plan (IDP)**

IDPs are useful tools for identifying and planning career goals. Cao (at Penn State) and Solt (at Iowa) will work with the early career researchers to develop an IDP through https://www.imaginephd.com/, which focuses on the social sciences, in the first two months of starting the position. This IDP will guide all subsequent elements of the mentorship plan and will be used to assess the progress and success of the mentorship.

**2. Participating in regular lab group meetings**

The GRAs and Tai will attend and participate in all meetings of the collaborative project group. These meetings (biweekly on Zoom and annually in person in conjunction with the meetings of Midwest Political Science Association) will focus on both research collaboration and professional development. Both Cao and Solt have ample experience mentoring early-career researchers, and these meetings will provide a valuable forum for the GRAs and Tai to develop new collaborations and professional skills.

**3. Collaborating on the proposed NSF project**

The GRAs and Tai will be involved in every step of the proposed NSF project, from the collection and categorization of survey data through analysis to the preparation of materials for the dissemination of findings. Cao and Solt will work closely with the GRAs and Tai to build skills and habits in the conduct of reproducible research and to improve professional communication abilities, particularly as they pertain to the dissemination of research findings.

**4. Attending and presenting at a major national conference**

In addition to supporting the collaborative research, the proposed NSF project will provide funding for the GRAs and Tai to attend the Midwest Political Science Association meetings both years of the grant period, where they will present on the collaborative research and their own independent work. Despite its regional name, the MPSA meetings serve as political science’s second ‘national’ conference, providing a perfect opportunity for these early-career researchers to disseminate their research and to further develop their professional networks.