**Postdoctoral and Graduate Research Assistant Mentoring Plan Template**

This section **must not exceed 1 page** and be uploaded under “Mentoring Plan” in the Supplementary Documents section of Research.gov.

[Chapter II.D.2.i.(i).](https://new.nsf.gov/policies/pappg/24-1/ch-2-proposal-preparation#ch2D2i-i) The mentoring plan must describe the mentoring that will be provided to all postdoctoral scholars or graduate students 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. Please note that separate plans are not required for postdoctoral scholars or graduate students. The plan may, however, specify how different components of the mentoring program will be enacted for the two types of researchers. Mentoring activities provided to postdoctoral scholars or graduate students supported on the project will be evaluated under the Broader Impacts review criterion. Note see also Chapter VII.B. for information on requirements regarding Individual Development Plans for postdoctoral scholars or graduate students.

Examples of mentoring activities include but are not limited to career counseling; training in preparation of 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.

[**Chapter VII.B.**](https://new.nsf.gov/policies/pappg/24-1/ch-7-award-administration#ch7B5) For each NSF award that provides substantial support to postdoctoral scholars and graduate students, each individual must have an Individual Development Plan, which is updated annually, that maps the educational goals, career exploration, and professional development of the individual. NSF defines “substantial support” as an individual that has received one person month or more during the annual reporting period under the NSF award. See also Chapter VII.D.1.b (iv) below for certification requirements.

**Orientation:** How many students will be supported? If multi-institutional specify how many are supported at each institution. Describe the work they will perform and role they will play in the project (e.g. research, outreach, undergraduate mentoring etc.).

**Career Counseling and Advisement/IDP:** At the start of the appointment, PIs will meet with students to discuss career goals and develop an **Individual Development Plans (IDP). *(required by NSF for any student devoting 1 person month effort or more per annual reporting period*)** IDP’s should outline a strategy for educational goals, pursuing the chosen career path, professional development activities, and relevant research role; identifying goals and mutual expectations. PI(s) will meet with each student annually to review their IDP to ensure the student is on track and goals are being met. IDP’s will be revised as needed throughout the duration of the project.

Who will be responsible for training and mentoring the student(s)? What types of meetings will take place (e.g. group, individual) and at what frequency? Demonstrate adaptability to revise IDPs as appropriate.

**Training for Grant Proposal:** Mentor/PI will meet with student(s) prior to the start of the project to:  
ID key research objectives, approach, timeline, budget, and best practices. Establish topics such as work habits and laboratory safety, compliance, interaction with coworkers, and documentation of research methodologies and details. Describe how this preparatory training will take place, e.g., direct hands-on experience, meetings with PI, formal training programs, reading publications/manuscripts.

**Professional Development Resources:** The University of Iowa’s Grad Success Center provides a plethora of resources to graduate and postdoctoral scholars to support professional, academic, and personal success. The Grad Success Center hosts a variety of workshops, provides discipline specific advisors, and grant and fellowship support. The Grad Center provides support for a variety of topics including career consultations, grant writing, networking, working with mentors, finding funding, and houses the Center for the Integration of Research, Teaching, & Learning (CIRTL). Students are encouraged to take advantage of these resources and work with their departmental academic advisors.

**Networking and Travel Opportunities:** Describe any budgeted travel for students to attend conferences, scientific meetings, and networking opportunities. Additionally include non-budgeted activities, which provide opportunities to collaborate and advance their scientific knowledge, such as access to professional societies, forums, or other researchers.

**Publications and Presentations:** Describe any activities or guidance that will be provided to students to prepare manuscripts for scientific journals and/or presentations from the resulting research.

**Assessment:** How will you assess if postdoc/GRA mentoring plan is successful? Interviews, tracking of progress through IDP after appointment?