**NSF Postdoctoral Researcher Mentoring Plan**

**Last updated: January 30, 2023**

Note: The following mentoring plan is an example. Each plan should be tailored to the proposed project, the department’s goals, and the needs of the postdoctoral researcher(s). Proposers are advised that the mentoring plan must not be used to circumvent the 15-page limit of the Project Description.

This section **must not exceed 1 page** and be uploaded under “Mentoring Plan” in the Supplementary Documents section of Research.gov. If the project will involve multiple PIs/Co-PIs or institutions, the mentoring plan intended for **all** postdocs 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. Mentoring activities provided to postdoctoral researchers supported on the project will be evaluated under the Broader Impacts review criterion. For more information, see [PAPPG Chapter. II D.2.i](https://beta.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2D2i-i)(1).

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. Harvard’s FAS Office of Postdoctoral Affairs offers a New Postdoc Orientation program every other month.

# **Career Counseling/Advising** will be provided in part by <PI name>. Postdocs at Harvard also have access to individual career counseling appointments with the Director of the FAS Office of Postdoctoral Affairs. This office also offers workshops on career and professional development

# **Training in Preparation of Grant Proposals** will be gained by direct involvement in proposal prepared by <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 sample grants, as well as grant writing tips.

# **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 Harvard 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 courses on Effective Presentation Skills via the Harvard University BRIDGE Program. To assist in travel to present research at conferences, Postdocs are eligible to apply for Postdoctoral Awards for Professional Development, sponsored by the FAS Office of Postdoctoral Affairs.

# **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 cross- fertilization of ideas.

# **Instruction in Responsible 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,” a training course that meets for 2 hours of class time per week for 7 or 8 weeks, plus case studies and readings.

* **Effective Collaboration Skills**, with a focus on collaborations with researchers from diverse backgrounds and disciplinary areas