Example Postdoctoral Researcher Mentoring Plan for an NSF Proposal

[Note: The following mentoring plan is provided as an example; however, the specific mentoring plan a PI develops should fit the project, the school's goals, and the needs of the postdoctoral researcher(s) to be mentored.]

One postdoctoral researcher will be funded on this project. The postdoctoral researcher's development will be enhanced through a program of structured mentoring activities. The **goal** of the mentoring program will be to provide the skills, knowledge and experience to prepare the postdoctoral researcher to excel in his/her career path. To accomplish this goal, the mentoring plan will follow the guidance of the National Academies of Science and Engineering on how to enhance the postdoctoral experience, by providing a structured mentoring plan, career planning assistance, and opportunities to learn a number of career skills such as writing grant proposals, teaching students, writing articles for publication and communication skills [1]. Specific elements of the mentoring plan will include:

Working with the postdoctoral researcher to establish and implement an **Individual Development Plan** based on the process developed by the FASEB [2]

Seminars, workshops and individual consultations on **how to identify research funding opportunities and write competitive proposals**, offered by the University of California Merced Office of Sponsored Projects

Participation in seminars and workshops on **teaching and learning**, as well as access to a teaching mentoring program.

Opportunities to **network with visiting scholars who are leaders in our field** by having lunch or dinner with them when they participate in the school's visiting speaker series

Participation in a **journal club** for graduate students and postdocs, in which participants meet weekly, along with a faculty facilitator, to discuss and critique recent journal articles in the field and to discuss how to write and submit journal articles

Travel to at least **two conferences each year**