**Mentoring Plan**

The mentoring plan **goal** is…*insert goal of mentoring plan pertaining to the skills, knowledge, and experiences that will be given to postdoctoral and graduate students through this research.* Specific elements of the mentorship plan include: *(Add any specific sections relevant to your project if they are not listed).*

* **Orientation** will include in-depth conversations between [PI name] and the postdocs and graduate students. To assist in the expectation setting process, postdocs and graduate students and PIs/mentors will complete an Initial Conversation Worksheet/Compact and an Individualized Development Plan (IDP), as well as annual review meetings. Additionally, they will be introduced to FSU’s Office of Graduate Fellowships and Awards (OGFA) and the Graduate Student Resources Center (GSRC) or to the Office of Postdoctoral Affairs (OPA) contacts, respectively.
* **Career Counseling/Advising** will be provided by [PI name], including regular career counseling sessions to discuss career goals, opportunities, and strategies and review of job application materials, including CVs, cover letters, and research statements. Florida State University also offers postdocs and graduate students individual career counseling and workshops on career and professional development. Graduate students have access to career counseling information, coaching events, and networking through FSU’s GSRC. Postdocs have access to individual career counseling sessions with the Director of FSU’s OPA.
* **Training in Preparation of Grant Proposals** will be gained by direct involvement in proposals 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, budget, and key supplemental materials. Postdocs and graduate students will also have access to approved sample grants, as well as grant writing tips/workshops and consultations with their respective research support office administrators (i.e., FSU’s OGFA and OPA).
* **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 FSU as appropriate. Postdocs and graduate students will receive guidance and training in the preparation of manuscripts for scientific journals and presentations at conferences and will have opportunities to practice presenting their research through FSU programs (i.e., FSU 5-Minute Research Postdoc Event, the Graduate School’s GEOSET video recording research pitch, and workshops on presentation skills by GSRC). Graduate students and postdocs are eligible to apply for funding for conference travel, sponsored by FSU’s GSRC and OPA.
* **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 and peer mentoring. Additionally, both graduate students and postdocs will be provided with opportunities to develop teaching skills through the FSU Center for the Advancement of Teaching and through guest lectures and teaching assistantships. Training will be offered on effective mentoring practices by FSU’s Office of Research Development and GSRC.
* **Instruction in Responsible Professional Practices** will be provided on a regular basis in the context of the research work and will include *standards of professional practice relative to the proposal, e.g., fundamentals of the scientific method, laboratory safety, and other standards of professional practice, ethical research practices, data management, and compliance with regulations, etc.* In addition, postdocs and graduate students will be encouraged to affiliate with one or more professional societies in their chosen field. Graduate students and postdocs will also have access to “Responsible Conduct of Research,” a training provided each year by FSU’s Research Compliance, meeting federal funding agency requirements.
* **Effective Collaboration Skills,** with a focus on collaborations with researchers from diverse backgrounds and disciplines, will be offered to graduate students and postdocs through Team Science workshops by FSU’s CTSA Team Science program.
* **Success of the Mentoring Plan** will be assessed by tracking the postdocs and graduate student’s progress toward their research and career goals and addressing any challenges, using the Initial Conversation Worksheet/Compact and IDP.

*Separate plans are not required for graduate and postdoctoral students…regardless of whether they reside at the submitting organization, any subrecipient organization, or at any organization participating in a simultaneously submitted collaborative proposal.*

*Note that the NSF Engines program differs in duration and goals from traditional academic research efforts. The Mentoring Plan should reflect how mentoring will be appropriate for the specific roles of postdoctoral scholars or graduate students in this project effort.*

*Mentoring activities provided to postdoctoral scholars and/or graduate students supported on the project will be evaluated under the Broader Impacts review criterion.*