**MENTORING PLAN**

**Instructions:** Each proposal that requests funding to support postdoctoral scholars or graduate students must upload under “Mentoring Plan” in the supplementary documentation section of Research.gov, a description of the mentoring activities that will be provided for such individuals. In ***no more than one page,*** 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. 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. The mentoring plan must not be used to circumvent the 15-page Project Description limitation. Mentoring activities provided to postdoctoral scholars or graduate students supported on the project will be evaluated under the Broader Impacts review criterion.

If the award will provide 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.

**Example Activities:**

1. **Career Counseling and Advising (highly recommended)**

* Advising structure for students/postdocs (e.g., frequency of one-on-one advising meetings, topics of discussion, etc.).
* Plans for developing and regularly updating an Individual Development Plan (IDP) for each student/postdoc. Refer to [IDP resources](https://graduate.unl.edu/professional-development/individual-development-plan) and [IDP workshops](https://graduate.unl.edu/graduate-support/workshops) available through UNL’s Office of Graduate Studies, as appropriate.
* Office of Graduate Studies [workshops](https://graduate.unl.edu/graduate-support/workshops) on building CVs, writing cover letters, and crafting research statements for job applications.
* Support for student/postdoc well-being, e.g., connecting them with [Services for Students with Disabilities](https://www.unl.edu/ssd/home), [Counseling and Psychological Services](https://caps.unl.edu/), and [University Health Center](https://health.unl.edu/), etc.

1. **Research and Technical Training (highly recommended)**

* Student/postdoc orientation to lab procedures, safety, and equipment.
* Educational efforts to support scientific rigor and reproducibility, in accordance with [NSF Dear Colleague Letter 23-018](https://www.nsf.gov/pubs/2023/nsf23018/nsf23018.jsp). Additional training, resources, and workshops related to rigor and reproducibility are available through the [National Institutes of Health](https://grants.nih.gov/policy/reproducibility/index.htm).
* Required [Responsible Conduct of Research](https://research.unl.edu/researchcompliance/online-in-person-training/) training.
* [Research Compliance Services videos](https://research.unl.edu/researchcompliance/rcr-education-training/) on research misconduct, conflict of interest, and authorship designation.

1. **Professional Development**

* Training in grant writing and management, which may include the Office of Research and Innovation’s annual [Write Winning Grant Proposals seminar](https://research.unl.edu/research-education/grant-writing-seminar/) and [Research Administration Essentials](https://research.unl.edu/research-education/research-administration-essentials/#:~:text=Research%20Administration%20Essentials%20is%20a,postdoctoral%20associates%20and%20graduate%20students).
* Opportunities for students/postdocs to enhance communication skills by co-authoring publications and presenting their work at national conferences.
* Community engagement training (e.g., [Foundations of Community Engagement](https://learningcentre.tamarackcommunity.ca/foundations-of-community-engagement) online course via the [Tamarack Institute](https://learningcentre.tamarackcommunity.ca/), annual [AMPLIFY Engagement Conference](https://myextension.unl.edu/amplify-engagement) hosted by Nebraska Extension).
* Experience co-creating and implementing broader impacts activities.
* Journal clubs, seminars, and/or trainee competitions (oral or poster) within UNL or at science society meetings.
* Annual National Institutes of Health, National Science Foundation, and/or U.S. Department of Agriculture grant workshops.
* Grant workshops or publication writing workshops hosted by a relevant science society as webinars or at annual meetings.
* NUtech Ventures [commercialization training events](https://events.unl.edu/NUtech/upcoming/) and the seven-week virtual [Introduction to Customer Discovery Program](https://research.unl.edu/blog/introduction-to-customer-discovery-program-open-for-spring-2024/).
* Opportunities for paid internships in industry or the federal government.
* Training in project management through the UNL [College of Business certificate programs](https://business.unl.edu/online/graduate-certificate-programs/) or [University of Nebraska Omaha project management certification](https://www.unomaha.edu/college-of-business-administration/executive-and-professional-development-program/certificates/project-management-certficate.php).
* [Digital badges](https://extension.unl.edu/current-digital-badges/) available through Nebraska Extension.
* Teaching experience, e.g., by serving as graduate teaching assistants.

1. **Leadership and Mentorship**

* Laboratory management, e.g., by leading experiments and supervising and mentoring undergraduate and high school students.
* Peer mentoring among graduate students/postdocs through, e.g., lab meetings, study groups, etc.