**NIH Mentoring Plan**

**Mentoring plan:** Mentees on the project will be mentored in a holistic way following best practices including both career and psychosocial support. The Graduate Center for Inclusive Mentoring (GCIM) at Colorado State University (CSU) provides mentor training following the Center for the Improvement of Mentored Experiences in Research (CIMER), which includes training on aligning expectations, assessing understanding, communicating effectively, addressing equity and inclusion, fostering independence, and promoting professional development. The PI has participated in <*workshop, mentoring certificate, etc*.> CIMER mentoring training.

**Philosophy:** <*add a brief statement on PI’s mentoring philosophy>*

**Training in scientific investigation:** The PI and mentee will develop an Individual Development Plan (IDP) and mutual expectations around meeting frequency, safety, productivity, and authorship. The Graduate School hosts an IDP webpage that provides detailed information to guide mentees as they assess their strengths and development opportunities, create focused goals and action steps, and discuss their IDP with mentors.

The mentee will have direct involvement in the scientific process of the project through < *list opportunities here, e.g. lab meetings, 1:1 meeting, project meetings, lab exchange, additional mentors*>, and is encouraged to develop a network of mentors to support technical skills, additional content areas, and personal identity. Mentees will learn mentoring best practices via GCIM training and events and will have the opportunity to mentor <*undergraduates, graduate students*> within the lab group.

**Communication:** Mentees will have direct involvement in grant and manuscript writing with feedback from the PI and additional support available through the CSU Writes program. CSU Writes provides writing retreats, show up & write drop-in writing sessions, and workshops. Workshops address four areas where academic writers encounter their greatest challenges: space, time, energy/momentum, and academic style. Through CSU Writes, mentees develop a sustainable writing practice. Presentations can be practiced in lab meetings, <*CSU’s Graduate Student Showcase, CSU Postdoc Association annual research symposium*>, and <*describe financial support for meeting travel, e.g. project, GSC, PASS>.*

**Interpersonal Interactions** – Mentees will be encouraged to participate in the CSU Graduate School’s professional development program that provides weekly workshops and resources around six core competencies: personal development, work management, diversity and inclusion, communication, teamwork, and leadership. Training in entrepreneurship, STEM research, teaching and mentoring, and policy are also available and help support alternative career trajectories. Mentees can also participate remotely in The National Center for Faculty Development & Diversity (NCFDD) core curriculum and additional workshops. NCFDD focuses on four areas to help individuals thrive in academia: strategic planning, productivity, professional relationships, and work-life balance. Mentees will also be encouraged to join campus and national professional organizations.

**Career Planning:** Mentees will be encouraged to participate in CSU Graduate School’s workshops on professional branding, interviewing, negotiation, and perspectives from non-academic and non-tenure track careers. <*Graduate students also have access to career counselors specific to their field for 1:1 coaching.>*

**Scientific Responsibility:** The mentee will complete a CSU approved Responsible Conduct of Research course (1 credit) and CSU’s RCR online training and certification.

**Success** will be determined based on goal completion in the IDP, annual reviews, and progress towards career goals following completion of the position.