**NSF Postdoctoral Researcher Mentoring Plan**

Postdocs on the project will be mentored in a holistic way following best practices for mentoring 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>*

**Orientation:** The postdoc will be encouraged to join the CSU Postdoc Association (PASS) and receive a university on-boarding packet. The PI will meet with the postdoc to 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.

**Formal Interaction:** The postdoc will participate in <*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. The postdoc will also be encouraged to join national professional organizations.

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

**Productivity Support:** The postdoc will have direct involvement in grant and manuscript writing with feedback from the PI and additional support available through the CSU Doc Writes program. Doc 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 Doc Writes, postdocs develop a sustainable writing practice. Presentations can be practiced in lab meetings and at PASS’ annual research symposium. <*describe support for meeting travel, e.g. project, PASS>.*

**Professional Development:** The postdoc will 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. Postdocs 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. The postdocs will also learn mentoring best practices via GCIM training and events and will have the opportunity to mentor <*undergraduates, graduate students*> within the lab group.

**Career Counseling:** CSU provides workshops on professional branding, interviewing, negotiation, and perspectives from non-academic and non-tenure track careers.

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