

Postdoctoral Mentoring Plan (PMP)

UPDATED JUNE 2022*

Do I need to include a PMP?

Yes, if you are requesting funds for postdoctoral scholars. The NSF requires a brief mentoring plan that outlines the process and activities for mentoring these scholars.

What is the purpose of the PMP?

The purpose of the PMP is to demonstrate to the reviewer that the PI and institution have the skills, experience and knowledge to train and prepare postdoctoral researchers to excel in their field.

What are NSF review criteria?

Mentoring activities for postdoctoral researchers supported on the project will be evaluated under the Broader Impacts review criterion. Examples of mentoring activities include but are not limited to: career counseling; training in preparation of grant proposals, publications and presentations; guidance on ways to improve teaching and mentoring skills; guidance on how to effectively collaborate with researchers from diverse backgrounds and disciplinary areas; and training in responsible professional practices.

What should be included in the PMP?

It should include, but is not limited to, the following descriptions:

- » Mentoring sessions, including an individual development plan (IDP) to track progress and develop research, teaching and career goals. Provide a schedule of regular meetings to track progress, provide feedback to the PI, and a plan to do IDP revisions if needed.
- » Teaching opportunities for the postdoctoral scholar.
- » Training in preparing grant proposals, presentations and publications.
- » How the postdoc will develop training and mentoring skills.
- » For research-How scientific and technical expertise will be developed and how the post doc will improve their ability to formulate, test and refine hypotheses.
- » How the postdoc will be given the opportunity to collaborate with researchers from diverse backgrounds and learn the skills to do this well.
- » Finally, define the metrics on how the success of the mentoring plan will be measured.