**MENTORING PLAN**

This Mentoring Plan outlines the activities the Principal Investigator will conduct to support the Graduate Students <<AND/OR POSTDOCTORAL SCHOLAR>> funded on the proposed project. The plan emphasizes preparation for research-oriented academic careers but will be adjusted to the specific career goals of each student.

**Onboarding and Orientation:** Students will receive lab and field safety training in the <<DEPT>> Department and then the PI will meet with each student to orient them to the specific workspaces in the <<PI NAME>> lab. Students will receive training on the proper use of lab equipment and lab protocols on how to name, format, and store data (see Data Management Plan).

**Career Counseling and Advising: The** PI will meet with each graduate student that joins the lab to develop an Individual Development Plan (IDP) that maps their educational goals, career exploration, and professional development. The IDPs will allow the PI to personalize scholarly advice, mentoring, and career guidance depending on each student’s current skills and career goals. Students will be encouraged to develop independent research projects on topics they find interesting and pursue activities to promote their own distinctive professional profile.

**Publications and Presentations:** With the guidance and support of the PI, students will prepare manuscripts from their research projects for publication in scientific journals. Students will hone their academic writing skills through weekly lab meetings, in which students will discuss relevant publications and share and provide feedback on manuscript drafts from the group. Students will also have the opportunity to learn more about the publication process by serving as co-reviewers on invited manuscripts and building their peer review competency. The PI will provide guidance on how to give effective scientific presentations, and students will develop their oral communication skills by presenting their work as posters and/or talks at lab meetings, in the <<DEPT>> Department’s graduate student symposium, and at national and international conferences. This proposal includes funding for graduate students to attend the <<NAME OF CONFERENCE(S)/MEETING(S)>> during the project period.

**Grant Proposal Preparation:** Students will gain experience writing and submitting grant proposals by contributing to the proposals prepared by the PI. The PI will advise students on best practices in proposal preparation, including how to develop key research questions, define objectives, describe a research plan, and develop a timeline and budget. Students will be encouraged to write and submit their own grant proposals, for example to student research awards through the << NAME OF SOCIETY(IES)/ASSOCIATIONS>>.

**Teaching and Mentoring Skills:** Graduate students will have opportunities to develop their mentoring skills by serving as co-mentors to undergraduate student researchers on projects of mutual interest. Students will also be invited to give guest lectures in the PI’s <<COURSES>> if they want to gain additional teaching experience. The PI will provide feedback on the effectiveness of their teaching and introduce students to additional pedagogical resources through Clark’s Center for Excellence in Teaching, Assessment, and Learning.

**Professional Skills and Practice:** PI <<NAME>> will meet regularly with each graduate student to review and update their IDP and find activities to help students to develop their career competencies, including critical thinking, communication, professionalism, leadership, and teamwork. Students will also receive training on the fundamentals of <<the scientific method, lab and field safety, and responsible conduct of research>>.