

Sample NSF Mentor Training Plan: The Lab, Interactive Discussion, and a Mentoring Compact

Project title:

Start date:

End date:

PI:

Goals: raise awareness of potential for growth as a mentor, introduce best practices in mentorship, and develop and strengthen skills related to aligning expectations

Mentor Training Activities

Part 1:

The PI will complete *The Lab* (an interactive movie on research misconduct) three times playing a different character each time (PI, postdoc, and graduate student). After completing the movie, the PI will share their experience with others, identify mentorship issues raised by the movie, and discuss norms and expectations for their discipline and best practices for their research project.

The PI will complete the movie and discussion within the first 12 months of the project.

Part 2:

The PI will develop and regularly update a mentoring compact to align expectations and convey norms within the research team. PIs are encouraged to look for discipline relevant resources and sample compacts, and may also find resources on the WVU RCR webpage. A mentoring compact may be part of a larger lab manual or handbook, but at a minimum, the compact or handbook needs to address:

- Frequency and format of research supervision
- Timeline for feedback
- Data use, management, sharing, and ownership practices
- Authorship practices

PIs are required share the compact with all mentees. Additionally, PIs are encouraged to share and learn from departmental and disciplinary colleagues and publicly post these compacts for the benefit of potential recruits.