

## Quick Guide: NSF Requirements Mentoring vs. Individual Development (IDP) Plans

### Mentoring Plans

- **Submitted with proposal:** Yes
  - PAPPG-24 Guidelines: <https://new.nsf.gov/policies/pappg/24-1/ch-2-proposal-preparation#ch2D2i-i>
- **Format:** not to exceed one page in length and separate plans are not required for postdoctoral scholars or graduate students. The plan may specify how different components will be enacted for the two types of early career researchers.
- **Type of Mentoring Support:** Any support provided to a postdoctoral scholar or graduate student
- Examples include, but are not limited to, careers, proposal preparation, publications, presentations, teaching, mentoring, collaborating in diverse teams, and responsible professional practices.
- Mentoring activities provided to postdoctoral scholars or graduate students supported on the proposal will be evaluated under the Broader Impacts review criterion.

### Individual Development Plans (IDP)

- **Submitted with the proposal:** No
  - However, the PI of the affected award will need to certify annually over the award's life that all such supported students have these IDPs.
- **Format:** No specific format
- **Type of Mentoring Support:** Substantial support from an NSF award
  - Substantial support is defined as at least one person-month of support during the annual reporting period under the NSF award.
  - One person-month is defined as the support a full-time worker would receive—per year through NSF funding—covering either salary or tuition.
    - For students who are considered part-time employees, with appointments that are 50% (20 hours a week) or less, this means they would need to be covered by NSF funds for at least 2 months per year (or longer) depending on the percentage of their appointment, to reach one person-month.”
    - Remember: UM graduate student appointments are no more than 50% (20 hours per week)
- This plan must be updated annually
- Certification by PI is required in annual and final annual reports.

### Resources:

UM Research Development Resource Page  
<https://orspresdev.olemiss.edu/nsf-mentoring-plans/>

### Articles

<https://www.science.org/content/article/want-nsf-funding-you-ll-need-submit-grad-student-mentoring-plan>  
<https://new.nsf.gov/science-matters/nsf-101-mentoring-plan>