

<b>What I will give:</b>	<b>What I expect:</b>
<p>Work with student to develop a promising project that is scientifically interesting and rigorous (and if the student desires, that also addresses key applied issues). Provide the sustained mentoring needed for the student to develop a high-quality project that is interesting and relevant.</p>	<p>Pursuit of high-quality research that is interesting and relevant. This is a long process, requiring multiple drafts of experimental plans, but there's no point in doing the science if the experimental design isn't valid, or if it's not interesting or novel. Be patient- I realize "back to the drawing board" can be frustrating, but it is a critical part of science.</p> <p>Ask questions- don't be shy about the help you need to develop high-quality work.</p> <p>Follow up on advice and critiques of your work. If I, or other colleagues suggest that you do some reading, or rethink your design, I fully expect you to carefully think through those suggestions and be ready to discuss any changes you've made, or the reasons for not adjusting your plans.</p>
<p>Provide a safe lab environment where careful, rigorous analyses can be performed.</p>	<p>Careful, rigorous work that leads to high quality data.</p> <p>Complete honesty about any concerns or misgivings about the integrity of the data. There will be no tolerance for any misrepresentation or falsification of data.</p> <p>Any changes to methods must be backed by data from method tests, and reviewed by me before you implement them.</p> <p>Follow safety rules- you can lose your privileges to work in the lab (and if fines are imposed due to your actions, you can lose funding) if you don't follow procedures.</p>
<p>Commitment to help student achieve goals – as long as they are putting in the time and effort themselves, and as long as those goals remain largely related to science.</p>	<p>Commitment to put in the time and effort necessary to accomplish your goals- you will need to work hard to be successful during and after graduate school.</p> <p>Take the lead on your projects and goals- be proactive in your work. YOU are responsible for doing the background reading, research, thinking, planning, preparation (etc.) for your project. You are also responsible for setting up meetings with me and other colleagues to move your goals forward.</p>
<p>Regularly check on student's progress, and be available to discuss needs for shifts in the project.</p> <p>Help student anticipate potential project obstacles and plan for those in advance (so that there's a fall-back plan, if needed).</p>	<p>Take the initiative to tell me, unasked, about project challenges and needs for adjusting plans. (I can't help you if I don't know about the problem!)</p> <p>Develop a triage plan in advance of project initiation, which will provide guidance in what to do when problems occur, or when you run out of time and need to drop some planned measurements (do not make these decisions from a place of stress or exhaustion!)</p>
<p>Work with student to implement and fund the project.</p>	<p>Take the lead in finding, and applying to funding opportunities. Send drafts to me with plenty of time for me to respond. Provide me with clear information on what is needed for letters of support (information, address to mail letters, etc.)</p> <p>If you're supported on lab grants, I expect you to put in the hours required by that position, without me having to be sure you are fulfilling your responsibilities</p>
<p>Work with student to develop skills that are critical for the project (e.g. statistics, analytical techniques, etc.).</p> <p>Identify committee members and other mentors that fill key gaps in student's interests that I cannot provide.</p>	<p>As with other expectations, the student must take the lead in identifying and pursuing these. I can point to resources, classes, training opportunities, and other professors who may advise, but I can't always provide the direct training (depending on which skills you need for your project).</p>
<p>Work with the student to develop skills that are critical for their future career path (both specific goals for specific careers, as well as a general well-roundedness that allows them flexibility in career options down the road) (e.g. teaching, extension, administration).</p>	<p>As with other expectations, the student must take the lead in identifying and pursuing these.</p>
<p>Praise for the student's accomplishments, honesty about student performance, and constructive criticism for what they need to work on.</p>	<p>Openness to avenues for improvement. You're at UCD because you're an excellent student, but the purpose of your graduate degree is to develop new skills and continue to improve yourself. I am fully committed to helping bring out your best, but you need to be open to the challenge.</p>

<p>Openness to ideas and criticism.</p>	<p>Be honest and direct with me about how you're doing/feeling— with regards to your classes, project, interactions with the lab, interactions with me, etc. I need to know both the good and the bad- if you're not happy with something, nothing will change if I don't know about it.</p>
<p>Timely responses to requests for feedback on oral and written work.</p>	<p>Publish your work in a timely manner. I fully expect publications to be submitted to journals before, or immediately after graduation.  Be respectful of my other roles and responsibilities. You will get the time/effort you need from me, but there are times that you'll have to wait.  Provide me with advanced notice of your deadlines, and drafts of all written work (e.g. proposals) at LEAST one month before they are due (it often takes that long to pull together a high-quality final draft)—over time, as your project develops, this timeframe can be relaxed  Prompt responses from you- I should not have to follow up with you because you haven't responded to emails from me about scheduling, etc.  You need to keep track of the paperwork required from graduate division, etc., and be the one to collect signatures and submit forms.</p>
<p>Regular individual meetings focused on the student's project and mentoring needs.</p>	<p>Be on time. Let me know if you can't make a meeting. Prepare for meetings- what types of feedback do you need (on projects, managing graduate school, etc.)? Send me a meeting agenda at least 24 hours in advance. If you want to go over written material, send it to me preferably at least 3 days in advance.</p>
<p>Help student to network with key individuals and groups.</p>	<p>When working with collaborators (whether academic or managers), be professional, respectful, friendly &amp; accessible.</p>
<p>Provide outside opportunities for career development (e.g. invitations to write chapters, review, workshops, etc.).  Help the student take the next step career-wise (practice talks, reading applications, etc.).</p>	<p>Be clear about the types of opportunities you would like to have, but also be honest about when you can't handle additional commitments (the timing of some of these opportunities I suggest may not fit into your scheduling- so you need to assess whether you can do them or not).  Me inviting you to an event or collaborative activity is not a request, just an opportunity- always feel free to say no.</p>
<p>Be an advocate for what the student needs (e.g. fellowship funding, space, etc.).</p>	<p>Communicate those needs to me.</p>
<p>Respect- for work, career choices, personal choices. Flexibility- in when/where/how a student works best, in accommodating changing goals.</p>	<p>Respond to any tough situations that arise in a mature and professional manner. If you are unhappy with situations in the lab or with my mentoring, you need to communicate them in a level-headed way.</p>
<p>Provide a supportive and respectful environment that fosters an open exchange of ideas.</p>	<p>Commitment to be supportive and respectful of your lab mates (and not competitive) —to take their practice talks, etc. seriously (and you, in turn, will greatly benefit from their advice and involvement)—being supportive means not just praise, but constructive criticism as well.  Be a team player- help out your lab mates with big harvests, training, etc. (and also ask them when you need help).  Regular attendance and active participation in lab meetings.  Be a considerate lab mate/office mate (clean up after yourself, keep distractions to a minimum).  Be respectful of shared resources.</p>
<p>Fun! Fun with science! And an occasional total break from science to just enjoy interacting with lab mates.</p>	<p>Help maintain a positive and fun atmosphere in the lab. Be excited about what you're doing- remember, while it is hard work, it is an amazing privilege to be pursuing your own research!</p>