

## ADVISING STATEMENT: PRINCIPLES, EXPECTATIONS, AND RESPONSIBILITIES

Peter Bitterman MD

My research program reflects an enduring commitment to scientific investigation that advances human health. An essential component of that commitment is to train the next generation of PhD and MD/PhD biomedical scientists in a manner that positions each trainee to effectively lead a research team. Here I state my core principles, expectations, and our responsibilities to achieve this goal.

### Research Goals

- To conduct rigorous biomedical research that addresses an important challenge in human health.
- To develop short and long term research goals including a timeframe for reaching these goals.
- To submit and publish at least one peer-reviewed first author publication prior to your final thesis defense.
- To set time aside every day for reading the primary literature
- To participate in your graduate program's journal club (or equivalent).
- To respond to me in a timely manner. I will respond to questions and requests within 1 day, constrained only by my other responsibilities as a physician-scientist; and expect my students to also respond to me within 1 day. I will strive to return all written materials I receive within 1 week of submission.
- To present research findings at national meetings at least once a year, starting in year 2. I will help facilitate the presentation of your research at meetings and will work with you to develop your scientific presentation skills.

### Graduate Stipend and Funding

- Together with the graduate program, I am committed to providing a stipend during the time that my trainee is working in my laboratory.
- I expect my trainees to write and submit national-level fellowship proposals, such as a NIH F-award. Although this is the primary responsibility of my trainee, I consider this to be a joint responsibility and will work with my trainees to write and submit the strongest applications possible.
- I have primary responsibility for funding the research of my trainees. However, I expect my trainees to participate as I develop national-level proposals supporting our laboratory's research, as learning what it takes to write a NIH R-series grant or equivalent is an important component of scientific professional development.

### Meetings

- I will meet with each trainee once per week, and more frequently as needed to enable progress.
- I expect my trainees to participate in all laboratory group meetings, as well as the seminars and programs related specifically to my trainee's research focus and graduate program.
- I expect my trainees to meet with their thesis committees annually, or as often as required by their graduate program.

- For MD/PhD students, I expect my trainee to participate in all required MSTP activities and annual progress meetings.

#### Professionalism

- I expect my trainees to be a good citizen attentive to the common good: helping to train new students, maintaining equipment, and ensuring supplies that are jointly used are maintained.
- I am committed to rigor and reproducibility of all experiments. I expect my trainees to maintain an accurate and detailed laboratory notebook so that every experiment can be replicated by another individual.
- I expect my trainees to meet laboratory as well as program-related deadlines.
- We will agree upon specific guidelines for work hours, sick leave, and vacation time.
- I expect my trainees to behave professionally and treat all others with dignity and respect.
- I expect trainees to speak to me immediately if there are any concerns about interactions with laboratory members or other colleagues. If you have concerns about interactions with me that you are not comfortable addressing directly with me, then I expect you to address these concerns in a timely manner with the graduate program DGS or other program leaders. The [Student Conflict Resolution Center](#) is a helpful resource.

#### Ethical Behavior

- We will maintain ethical standards in my research and scholarly work, including compliance with institutional and federal regulations for research, as well as issues of copyright.
- I expect my trainees to complete all required training for safety and responsible conduct of research.
- Harassment, discrimination and sexual misconduct will not be tolerated. All University of Minnesota faculty and staff are required to complete [Preventing and Responding to Sexual Misconduct](#) training.

#### Independence

- I will work with my trainees to help them become increasingly independent and responsible for the design and interpretation of experiments as they progress.
- I will be an advocate for my trainees during their time in my laboratory and as they continue their specific career pathway.

#### Professional and Career Development

- I will support the professional development goals of my trainees.
- I will help my trainees identify and seek out additional external resources to help them reach their goals and learn how to identify collaborators and assemble a research team.
- I expect my trainees to utilize an Individual Development Plan (IDP) to guide their professional and career development. This can be graduate program-specific or the IDP available at the [myIDP](#) website.

Personal Life and Wellness

- I expect my trainees to take time for themselves to ensure their well-being and the well-being of their family and friends.
- Trainees should be aware of the [mental health and wellness resources](#) at UMN.

Timeline

- I expect my MD/PhD trainees to complete their PhD training in no more than 4 years and all other trainees to complete training in no more than 5 years.

We have discussed this advising statement and understand the expectations and responsibilities that come with entering into this advising relationship for PhD training.

\_\_\_\_\_ Date: \_\_\_\_\_  
Student

\_\_\_\_\_ Date: \_\_\_\_\_  
Advisor