

Mentoring Philosophy: Rita Perlingeiro, PhD

My goal as an advisor of PhD and MD/PhD biomedical students is to provide a nurturing environment, in which each trainee will excel in reaching their academic goals, and be well prepared to advance in their career paths. This consists not only of resources, but especially of an environment where trainees feel confident to pursue their own ideas and take risks. It is my priority to ensure an atmosphere of trust, not only with me but also among lab members. Along the years, I have truly enjoyed witnessing young trainees becoming independent and successful scientists, leading their own research teams. This document outlines my advising philosophy, expectations, and our responsibilities to accomplish this goal.

Research:

- In consultation with me, I expect my trainees to develop concrete short term and long term research goals as well as a timeframe for reaching these goals.
- I expect my trainees to submit and publish at least one peer-reviewed first author publication prior to your final thesis defense.
- I expect my trainees to set aside time for reading the primary literature every day.
- To respond to me in a timely manner. I will respond to questions and requests within 1-3 days.
- I expect my trainees to present their research findings at meetings at least once a year, starting in year 2. I will work with you so that your presentations effectively communicate your research.
- I expect my trainees will engage in collaborative projects in the lab.

Funding:

- I have the primary responsibility to provide for adequate funding of both the research and stipend for my trainees. However, I expect my trainees to participate in the writing of grant proposals, including writing their own fellowship proposals. I will provide mentoring to grant writing activities.

Meetings:

- I will meet regularly with my trainees at a mutually agreed upon interval, and expect that trainees will also be available to meet with me. I recognize that this interval will vary with my trainee's needs overall and at specific times during the course of training. This includes both regular meetings and informal conversations.
- 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 at least annually, or as often as required by the chosen graduate program, and to participate in the required MSTP annual progress meetings.

Professionalism and Ethics:

- I expect my trainees to be a good laboratory citizen: help train new students, help maintain equipment, and ensure supplies that are jointly used are maintained.
 - I expect my trainees to maintain an accurate and detailed laboratory notebook. This is the legal record of research, and belongs to the laboratory and university, not to the trainee or me. It is critical it be
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accurate and sufficiently detailed that every experiment could be replicated by another individual and get the same result.

- I expect my trainees to meet laboratory as well as program-related deadlines.
- I will set specific guidelines on work hours, sick leave, and vacation time, and these should be discussed and approved by me. I will help trainees recognize that the amount of time put into research will be directly reflected in the overall time to completion of the PhD.
- I expect my trainees to behave professionally and treat all others with respect. Anything else will not be tolerated.
- Trainees should speak to me if there are concerns about interactions with other lab members. If there are concerns about interactions with me, please reach out to the graduate program DGS or other program leaders. The [Student Conflict Resolution Center](#) is a helpful resource.
- I 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.

Independence and Career Development:

- I will work with my trainees to help them become increasingly independent and increasingly responsible as they progress in their thesis research. I expect my trainees to recognize that constructive criticism and feedback is intended to improve their work.
- I will be an advocate for my trainees during and after their tenure in my laboratory.

Personal Life and Wellness:

- There is more to life than work. I expect my trainees to take time for themselves, in order to ensure physical, psychological, and social well-being. I also encourage outings with the lab to further nurture friendship among lab members.
- Trainees should be aware of the [mental health and wellness resources](#) at UMN.

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

After all signatures are obtained, copies of the document will be distributed to the student, advisor, the student's graduate program and the MSTP.

