

Advising Statement
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My goal as a mentor is to foster an environment that allows for trainees to develop their scientific skills in a manner that helps them to reach their career goals. Important skills that need to be developed in order to pursue a successful scientific career include technical skills (benchwork), independent and creative thinking, scientific writing and oral presentation skills. I will work with each trainee to develop and/or enhance these skills in a goal-oriented manner. The purpose of this advising statement is to set clear expectations and responsibilities and help support the professional and career goals of trainees in my lab.

Research Goals

- 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 peer-reviewed first author publications.
- I am unable to guarantee first authorship on manuscripts that are not submitted prior to leaving the lab.
- I expect my trainees to keep up with the literature. Generally, trainees should set aside time for reading the primary literature every day.
- I will read and respond to all work submitted to me in a timely manner, within the constraints of my other responsibilities. All work requiring my review should be sent a minimum of a week before feedback is needed. I will strive to return all materials at least within a week of submission to me.
- I expect my trainees to present their research findings at meetings at least once a year. I will help facilitate the presentation of your research at meetings, both internal and external.

Graduate Stipend and Funding

- I have the primary responsibility to provide for adequate funding of both the research and stipend for my trainees.
- I expect my trainees to participate in the writing of grant proposals, including writing their own fellowship proposals. While successfully obtaining funding is not a requirement, writing fellowships is viewed as an important training exercise.

Meetings

- I will meet regularly with my trainees once a week at a mutually agreed upon time.
- 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 annual progress meetings as required.

Writing and presentations

- I expect trainees to write drafts of abstracts and manuscripts and I will work closely with them to develop their writing skills on subsequent drafts.
- Any written documents (abstracts, applications, etc.) that pertain to our research should be approved by me prior to submission.
- I will be available to listen to practice talks and provide input on slide presentation and verbal communication.

Professionalism

- I expect my trainees to be good laboratory citizens: 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 accurate and sufficiently detailed to allow for experiment replication by others.
- 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.

Ethical Behavior

- 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.
- I expect my trainees to complete all required training and maintain ethical standards for their research and scholarly work.

Independence

- I will work with my trainees to help them become increasingly independent and increasingly responsible as they progress in their thesis research.
- I will be supportive, equitable, accessible, encouraging, and respectful. 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 their tenure in my laboratory but also as they continue their specific career pathway.

Professional and Career Development

- I will support the professional development goals of my trainees, and work with them to help define what those will be and how to best achieve them.
- I recognize that we all need mentor teams. I will help my trainees identify and seek out external resources that will help them reach those goals if they are not part of the laboratory expertise or that of graduate program training.
- I expect my trainees to complete the annually required MSTP IDP Progress Report and use this as a tool to guide their professional development.

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.
- Trainees should be aware of the [mental health and wellness resources](#) at UMN.

Timeline

- I expect PhD trainees to complete their PhD in approximately 5 years and MD/PhD trainees to complete their PhD training in 4 years or less.
- I expect my trainees to have at least one first-authored, peer-reviewed research publication prior to completion of the PhD degree.