

Mentoring Compact

Development as a scientist:

- I expect to support you as needed to develop as an independent critical scientist
- I expect you will advocate for support from me in areas you need support (ie experimental design, writing, literature reading etc...)

Productivity:

- Experiments will be analyzed in a timely manner-ideally within the week of when an experiment is performed.
- Work will be performed efficiently and in a focused manner.

Writing:

- Papers will be first drafted by student or postdoc. I will provide feedback within two weeks of receiving a draft.
- I will offer opportunities to write reviews and review papers.

Deadlines:

- For abstracts and posters for meetings, I need to read your work before it is submitted or brought to a meeting. I need at least one week to review content.
- For letters of recommendation, I need two weeks advanced warning.

Intellectual autonomy:

- Lab member will practice designing own experiments with input from me and the group. Challenge oneself to build models and interpret data as it is produced.
- I expect resourcefulness in identifying equipment, reagents and analysis software needed for project completion.

Reading the literature:

- Develop a reading habit and plan for keeping up with the literature. Set-up Pubmed searches and eTOCs for key journals.
- I expect you to keep abreast of the literature relevant to your project and to read widely as well.

Work ethic:

- Success in sciences requires a major time dedication that will require working long days and nights or else being highly focused and efficient in a standard workday.
- Although I am fine with flexibility in working hours, I expect some overlap in the 10am-5pm time frame and for students and postdocs expect some work on weekends or evenings to really move at a competitive pace.

Integrity:

- Experimental details need to be written down so that someone can reproduce what you have done.

- When relevant, score data blinded. Organize spreadsheets so completely clear what each column houses and what each calculation is.

Initiative:

- I expect you to want to know the answer to your experiments and timely analysis of data.
- I hope you are excited to do experiments and if you are feeling unmotivated, please come talk to me about why you are stuck. •If you decide not to do experiments or analysis that we discuss, communicate with me why you aren't doing it.

Communication:

- I expect a combination of informal and formal meetings. I am always willing to meet with you. If you need in depth feedback on ideas, schedule a meeting. Otherwise, try to grab me for a short meeting or pop in my office.
- I expect you to keep me updated on a daily to every few days basis on the latest results, challenges, attempts.

Discussion of data:

- When we are meeting to discuss data, come prepared with the necessary files, results, primary data already loaded.
- I like lists of summarized results to guide our discussions.

Project planning and time management:

- I expect you to plan ahead to do experiments in as efficient a manner as possible. I am willing to help in time management and if I am concerned about productivity, I may ask you to send me weekly summaries and planning documents for the week ahead.
- Your work is supported by public tax payer money, I expect time and resources to be used wisely.

Collegiality and team work:

- Our lab is a team and I expect people to help each other with learning techniques, troubleshooting, navigating new experiences, editing writing and interpreting data. Share your ideas and skills with everyone in the group.
- If there is any cause for concern or discomfort in the group, come to me immediately.

Professional development:

- I will support your career goals both when you are in the lab and beyond.
- I will meet anytime to help with career development or find other resources.

What expectations do you have for me that aren't covered here?

What expectations do you have for yourself that I haven't covered here?