

## **Isbell Lab Expectations for Productive Interactions with Graduate Students**

This document outlines what I expect from my graduate students, and what my graduate students can expect from me. It was inspired by a similar document created by Sarah Hobbie. It was created in consultation with my current graduate students during Fall 2015. This document is open to revision as lab members change and as the needs of graduate students evolve.

### **My Expectations for Graduate Students**

I expect that as a graduate student in my lab, you will:

1. Demonstrate independence and initiative in developing a research program, including writing research proposals and estimating research project budgets.
2. Acquire teaching experiences and skills. Mentor undergraduates in research.
3. Start writing manuscripts during your first year. Publish your dissertation chapters, though some will likely be published after degree completion.
4. Apply for funding, both for fellowships and for research funds.
5. Develop short-term (one-year), long-term (multi-year), and career goals. Communicate these goals to me and to your committee.
6. Communicate with me regularly about your progress, in weekly one-on-one meetings and via email. Plan times for me to visit your field projects.
7. Contribute to lab meetings and to other university (e.g., EEB, CBS, UMN) and research (e.g., CCESER, LTER) communities. For example, teach me and other lab members new things. Seek support from and provide support to other EEB graduate students.
8. Keep a detailed lab notebook, preferably in both written and electronic formats. Show this content to me periodically and submit this content to me before degree completion.
9. Archive data and metadata in a publicly accessible form, such as on the CCESR website.
10. Request letters of recommendation or other feedback on writing from me at least 2 weeks before a deadline and remind me again 2 days before a deadline.
11. Include me as a co-author in most, but not necessarily all, cases.
12. Complete your degree in 5 years to ensure support.

## **Expectations for Myself as a Mentor and Advisor**

I expect that as a mentor and advisor, I will:

1. Participate in weekly one-on-one meetings and lab meetings, and communicate travel conflicts well in advance.
2. Offer constructive feedback on project development.
3. Provide resources to the best of my ability, including financial resources and professional contacts, connections, and opportunities.
4. Provide constructive feedback on writing, such as manuscripts, proposals, and budgets, within 2 to 4 weeks, except in rare circumstances when this is impossible.
5. Maintain professional boundaries. Students should feel free to initiate any discussions of personal issues.
6. Promote a welcoming, safe, and constructive environment in the lab.
7. Respond to my students' emails in a timely manner.
8. Provide letters of recommendation.
9. Discuss my students' goals.
10. Visit my students' field sites.
11. Learn from my students.