

# Read Lab Expectations

*Last edited: July 24, 2020*

## **Andy's expectations of students**

Overall, I expect you to work hard, be devoted to your research, be committed to making a difference in conservation, and to have fun. I also expect that you will have a life outside your research and strive for a healthy work-life balance.

I expect you to be a good citizen in our lab – to treat everyone with respect, to help other students when they need it, to mentor CEM and undergraduate students, and to pursue opportunities outside your dissertation research. I expect you to contribute to creating and supporting a collaborative lab group which provides everyone with opportunities for teaching, conservation, and field work.

I expect you to develop your own research ideas – I will help to refine your concepts, to think about novel ways to address your questions, and to develop a research plan – but it is up to you to generate the ideas. I view this creative exercise as an essential component of the Ph.D. experience. I expect you to ask questions and actively pursue your own professional development through workshops, collaborations, and trainings, although I will do my best to flag opportunities to you as well.

I expect you to work with me to develop and write proposals to fund your dissertation research. I expect that you will help administer the grants and contracts that support your work.

I expect that you will produce at least three dissertation chapters that contain the results of original research that you have designed, conducted, and written. I expect that you will attempt to publish each chapter, either prior to your defense, or shortly thereafter. I expect you to present your research at academic conferences or other appropriate venues. I encourage you to also communicate your research to broader audiences, such as through social media or community outreach.

## **Andy's expectations of Andy**

I will treat you with respect. I will view you as a priority and be responsive to requests for assistance and support your career development. I will act as an advocate for you whenever you need support.

I will meet with you whenever you need advice, on a schedule that we develop together. I will discuss my assessment of your performance and progress at least yearly and as requested.

I will write letters of recommendation for you – please give me as much advance notice as possible. I will provide you with copies of these letters if you request them. If I feel that I cannot write a strong letter for you, I will express that to you.

I will provide detailed feedback, and annoyingly detailed edits, on drafts of dissertation chapters and research papers – again, please give me as much advance notice as possible. I do not expect to be an author on your dissertation chapters unless I have contributed in a substantive manner to the work and we both agree that my authorship is appropriate. I am willing to provide detailed edits on finished products or general discussion on outlines or ideas, but please be clear with me about what type of feedback you are requesting when you submit something to me.

## **Students' expectations of Andy**

We expect all lab members to be treated with respect and dignity in a collegial lab environment where questions are encouraged, collaboration is valued, and all lab members are viewed as allies and colleagues. We expect Andy to be an advocate for us, including if we are harassed or harmed.

We expect Andy to work to meet with us regularly in order to maintain progress, discuss research, and answer questions/concerns, especially during our time in Durham. We expect to find a mutually agreeable way to communicate and collaborate on manuscripts, grant applications, or other written materials.

We expect Andy to provide opportunities to acquire the field and analytical skills needed to succeed in our area of expertise. If these skills are outside of Andy's area of expertise, we expect that he will help us make connections to acquire those skills and expertise.

We expect that Andy will support our development as scientists by teaching us about the grant-writing and publishing processes, by supporting professional development opportunities, by discussing our future career development, and by facilitating professional introductions at conferences and events.

We expect Andy to be open about the availability of funds for the proposed dissertation project and to help us navigate funding our stipends, tuition, fees, and fieldwork. We expect Andy to advise and assist us in writing proposals and budgets, especially while applying to our first grants. We expect that if our funding applications for research projects are unsuccessful despite good-faith efforts, we will work together to find existing datasets, so that we can complete our dissertations, acknowledging that these data may not be our first-choice projects.