

## **Mentoring Philosophy: Linda McLoon, PhD**

Biomedical research is interesting and rewarding, but it can also be difficult and frustrating. My goal in accepting a trainee is to provide guidance from my experience and expertise to ensure that they will successfully complete what is needed for successful PhD completion. I firmly believe that everyone needs mentoring, and that the best mentoring comes with a team approach. I will assist in finding appropriate mentors where a different type of expertise is needed. The ultimate goal of obtaining a PhD or an MD/PhD is develop critical thinking skills that will help in whatever career path is chosen. I am committed to supporting career and professional development. The following represents my commitment to training and mentoring as well as expectations I have of my trainees.

### Research:

- I expect my trainees to develop, in consultation with me, concrete short and long term research goals as well as a timeline for reaching these goals. We will meet regularly to examine progress toward those goals.
- I will ensure that we meet regularly, at a mutually agreed upon intervals, and expect that you will also be available to meet with me. I recognize that this interval will vary with each person's needs and change at specific times during the course of training. This includes both regular meetings and informal conversations.
- I expect my trainees to submit and publish a minimum of one peer-reviewed first author publication.
- I expect my trainees to keep up with the peer-reviewed literature. Generally trainees should set aside time for reading primary literature every day.
- I expect my trainees to present their research findings at meetings at least once a year, starting with year 3. I will work to facilitate your research presentations at meetings, both internal and external, and I will work with you so your presentations effectively communicate your research.
- It is my goal to read and respond to all work submitted to me, within the constraints of my other responsibilities. I will strive to return all materials at least within a week of submission to me.

### 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 grant writing, including their own fellowship proposals.

### Professionalism and Ethics:

- I expect you to participate in all laboratory group meetings, as well as the seminars and programs related specifically to your research and your graduate program.

- I expect you to be a good laboratory citizen: help train new students, help maintain equipment, and ensure supplies and equipment that are jointly used are maintained.
- I expect you to maintain an accurate and detailed laboratory notebook. This is the legal record of your research, and it belongs to the laboratory and university, not to you or me. It is critical it be accurate and sufficiently detailed that every experiment could be replicated by another individual and get the same results.
- I expect you to meet laboratory as well as program-related deadlines.
- 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 you to complete all required training and maintain ethical standards for your research and scholarly work.
- We will set specific guidelines on work hours, sick leave, and vacation time, and these should be discussed and approved by me. I will help you recognize that the amount of time you put in to your research will be directly reflected in your overall time to completion of your degree.

Career and Professional Development:

- I will support your professional development goals and work with you to help define what those are and how best to achieve them. I will work to identify external resources that will help you reach those goals if they are not part of the normal laboratory or graduate program training.
- I will work with you as you become increasingly independent and increasingly responsible as you progress in your thesis research.
- I will do my utmost to be supportive, equitable, accessible, encouraging, and respectful, and expect you to recognize that constructive criticism and feedback is intended to improve your work.
- I am committed to being your advocate during your tenure in my laboratory but also as you continue your specific career pathway in the future.

We have discussed this advising statement and understand the expectations and responsibilities that come with entering into this advising relationship for PhD training.

\_\_\_\_\_ Date: \_\_\_\_\_  
PhD student

\_\_\_\_\_ Date: \_\_\_\_\_  
PhD advisor