

Advising Philosophy

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Biomedical research is interesting and rewarding, but it can also be difficult and frustrating. I am committed to the academic, professional, and personal success of my advisees. The ultimate goal of obtaining a PhD or an MD/PhD is to develop critical thinking skills that will serve the trainee in whatever career path is chosen. The following represents my commitment to training and mentoring as well as expectations I have of my trainees. The foundational principles for my own actions and for my advisees are professionalism and to be respectful of all others and to act toward others with grace and compassion. I believe science is fun, and one can only do this in an environment that is safe and open.

My goal is to be an antiracist laboratory. I am committed to continuous work and training on antiracism actions, and I expect my advisees to train and work towards skills that will allow us to address individual, institutional, and systemic racism.

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 mutually agreed upon intervals, and I expect that my trainees 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 during their time in my laboratory.
- 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 these research presentations at meetings, both internal and external, and I will work with each trainee to communicate their research findings effectively.
- 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 within one week of submission to me.
- I firmly believe that everyone needs mentoring, and that the best mentoring comes with a team approach. I will assist in finding appropriate mentors when a different type of expertise is needed.

Funding:

- I have the primary responsibility to provide adequate funding of both the research and stipend for my trainees.
- I expect my trainees to participate in grant writing, including their own fellowship proposals. Writing fellowship proposals is an important aspect of training, and I will work with my advisees to write and submit the strongest application.

Professionalism and Ethics:

- I expect trainees to participate in all laboratory group meetings, as well as the seminars and programs related specifically to their research and graduate program.
- I expect trainees to be good laboratory citizens: help train new students, help maintain equipment, and ensure supplies and equipment that are jointly used are maintained.
- I expect trainees 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 so that every experiment could be replicated by another individual and get the same results.
- I expect trainees 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 trainees 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 trainees recognize that the amount of time they put into research will be directly reflected in their overall time to completion of your degree.
- Harassment, discrimination, and sexual misconduct will not be tolerated. All University of Minnesota faculty and staff are required to complete the [Preventing and Responding to Sexual Misconduct](#) training.
- We all must work to ensure an environment that is welcoming, inclusive, and respectful. We must continually educate ourselves, examine our biases, and work to combat systemic racism and injustice.

Career and Professional Development:

- I will support trainee professional development goals and work with each trainee to help define what those goals are and how best to achieve them. I will work to identify external resources that will help trainees reach those goals if they are not part of the normal laboratory or graduate program training.
- I will work with trainees as they become increasingly independent and increasingly responsible as they progress in their thesis research.

- I will do my utmost to be supportive, equitable, accessible, encouraging, and respectful, and expect trainees to recognize that constructive criticism and feedback is intended to improve their 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.

All my trainees and I will have discussed this advising statement and understand the expectations and responsibilities that come with entering into this advising relationship for PhD training.