

***Your values as a research advisor***

Mutual respect. Curiosity. Innovation. Resilience. Persistence. Kindness. Humor. Growth.

***Your frequency and style of interaction with your graduate students***

**Informal:** Students can and should contact me at any time using a communication channel that matches the need (all students have access to my personal cell phone, text, gchat, slack, email, and in-person time)

**Formal:** I expect weekly short written updates at our weekly lunch lab meetings (in bullet form on a single slide) on each student's academic, research, and any extracurricular or personal information they are comfortable sharing with our team.

**Research progress meetings:** I expect a short agenda to be brought to the meeting. I expect students to take notes and actions during the meeting and to email these notes and actions to all meeting attendees after the meeting. At following meetings I expect these items from previous meetings to be reviewed.

Virtual meetings are encouraged when they are helpful to the student, who may need to spend some time at remote sites or locations for research or personal reasons.

***Your lab's culture (ie. group size, how new students are trained, work hours, deadline/deliverable structure, source of project guidance, source of career guidance)***

We have a fairly large lab. When possible, senior graduate students are paired with junior students or UROPs on projects. Lab research projects are typically 2-6 people in size. New student training is in general project-specific. Lab-wide resources for orientation are available on the lab wiki and github. A table listing these resources is included at the start of every weekly lab meeting.

**Work hours:** I do not micromanage. For graduate students taking classes, I would expect a 48 unit load per semester with 24 units academic course work and 24 units thesis research. Time spent on academics and research should be balanced until class requirements are met. After that point, I expect the equivalent of 48 units of thesis research to continue through graduation. I expect students to maintain respectable GPAs and to be responsive to communication. I expect students to be able to attend regular team meetings or to be able to reschedule to resolve conflicts.

**Deadline/deliverable structure:** I expect students to have rough draft outlines of their deliverable (report, thesis) in advance. For a 10-page document, I would expect to see the outline 4 weeks before and a complete draft 2 weeks before a deadline. For a 100 page thesis, I would expect to see the outline ~4 months before. I would expect to see the first 10-

page chapter ~3 months before the deadline, with new 10-page chapter drafts every ~3 weeks after that.

**Project guidance:** I expect any additional research advisors such as committee members or fellowship mentors to attend update meetings at least twice per semester, if not monthly (preferred), and to be knowledgeable about the subject, attentive during meetings, and responsive to assigned actions.

**Career guidance:** I provide networking connections to my graduate students in both industry and academia, and encourage expanding your horizons opportunities with internships and off-campus experiences when possible. When possible we try to coordinate research sponsorships if an internship or offsite experience works out well. Internships to gain industry experience during summer and IAP are encouraged, are optional, and are coordinated with the student's research project milestones and deadlines.

I encourage my students to take first author roles and ensure they have public speaking opportunities at key conferences in our field. I have a rule about practicing any public talk three times out loud with a timer and ideally an audience prior to the actual talk (giving the same talk again later only requires one refresher practice run). For students interested in academic jobs, it is important to inform me of this early on so we can be strategic about publications, research fit, and future growth opportunities.

***Any specific policies or expectations you have of your graduate students (ie. publications, conferences, internships, taking on UROPs)***

Do not submit anything for publication (abstract, paper, etc.) without making sure I know about it first if my name is on it or if it is part of a sponsored project that I am PI on.

We have strict rules and training for projects that use export-controlled technology. UROPS should be highly independent and should pair with a graduate student research mentor.

I try to make it possible for students to attend and present at any conference where they are selected for an oral presentation or are submitting a high quality conference paper. A poster presentation does not always guarantee travel support.