

## **Landick Lab Mentoring Commitment**

When you join our research group, part of my responsibility becomes serving as a mentor to you. I will not be your only mentor. Everyone in our group has a responsibility to help mentor more junior members of the group and to help each other. You will doubtless receive much good advice and help from others about how to succeed in science, maintain work–life balance, and deal with the many difficult situations we all find ourselves in at one point or another. As the group leader, I have a special responsibility and commitment to each and every member of the group to provide good mentorship. That responsibility and commitment begins when you join the group but does not end when you move on to the next phase of your training or career. For example, we often prepare letters of recommendation for past group members long after they move on from their positions in our lab. In essence, mentoring is a lifelong commitment.

Providing good mentorship means several things. First, it means being available to you when you need help. I am often busy and may sometimes be slow in responding to requests. If a situation is urgent, please let me know that. I will make time if needed. If you can wait until we can discuss topics at a regularly scheduled meeting, then wait and ask me about the topics then. Mentoring also means understanding that different people have different experiences both within the group and in general. Even when I don't share a particular perspective because I don't have a comparable experience, my goal is to understand each person's experience and to try to give advice that's most helpful to them as they deal with their particular challenges. One size does not fit all, and part of trying to promote diversity in our group so as to strengthen the group also means trying hard to be a good mentor to people from diverse backgrounds. Likewise, different group members have different career goals. I try to provide mentorship to help you achieve goals you've chosen or help you figure out what career goals will work best for you.

A key part of my mentorship is our yearly evaluation process. Each year, we will sit down to discuss formally your professional plan, your progress in science in the lab, and your goals for the year ahead and for the next decade. At that time, you should be sure to tell me if you are unhappy with any aspect of your experience in the group or at UW. Remember that I am your advocate, as well as your adviser. I may be able to help you with any problems you might have with other students, professors, or staff. Similarly, we should discuss any concerns that you have about my role as your adviser. Tell me, if you feel that you need more guidance; if you feel that I am interfering too much with your work; or if you would like to meet with me more often. If my efforts to mentor you are not working for you, let me know. I am open to talking with you about other ways to achieve goals. At the meeting, I will give you an honest and frank assessment of your progress and whether you are on track to meet your goals. I will explain to you any deficiencies, so that you can take steps to fix them. The annual planning meeting is a key time to take care of any issues before they become major problems as well as a primary opportunity to engage in robust, long-term professional planning.

Effective mentorship also requires your active contribution to our interactions. Try to identify which of the issues you're dealing with will be most effectively addressed by talking with me, and which issues may best be addressed by getting help from others. If you need my help at any point, please let me know. You do not have to wait until a bi-weekly meeting or yearly evaluation to discuss with me what is important to you.