

## **Guidelines/Philosophy/Rules for working in the Schulte-Hostedde Research Group**

1. Call me Albrecht.
2. When/If you contact me about graduate work, let me know about your interests, both inside and outside academia. For example, which courses do you most enjoy? Have you done a thesis? What was it on? Who was your supervisor? Do you have experience with molecular techniques? Second, what do you do for fun? What was the last book you read? Do you play sports? What kind of music do you listen to? What about food? Do you like it? What kinds of restaurants do you enjoy? (Don't say Red Lobster is your favourite restaurant!).
3. Laurentian does not currently have a minimum stipend for graduate students, but I will ensure that students receive \$17,000/year from TAships, any scholarships, and research funds (my NSERC grant). This support will last for 2 years for MSc students and 4 years for PhD students.
4. Read "The Beak of the Finch" by Jonathan Weiner. I will buy a copy for my graduate students. It is the story of Peter Grant and his colleagues and their study of Darwin's finches on the Galapagos islands. I envisage my research program emulating their model: testing evolutionary hypotheses by following individual life histories to quantify lifetime fitness.
5. I expect each student writing a thesis (undergraduate or graduate) to write a thesis proposal early in their program. It will clarify your thoughts, provide inspiration when you have lost focus, and will be the Introduction of your thesis.
6. My students will have access to my books and journals. Please sign them out so I know who to blame when I can't find them.
7. I encourage my students to apply for outside funds whenever possible. This includes scholarship money from outside agencies (e.g. NSERC, OGS) and research funds (e.g. American Society of Mammalogists Grant-in-Aid of Research).
8. I will pay the costs of conducting research, in light of any research funding students may bring in (see 7). This includes room and board if research is conducted at a field station (e.g. Wildlife Research Station - Algonquin Park).
9. The publication of research results is the currency by which scientists are measured. Thus, to ensure adequate funding of the lab as well as the success of students and supervisor, publication must be a priority. I expect each graduate student to produce at least one publishable manuscript on their major topic of interest before they defend their thesis. Participation in the publication process requires the submission of the manuscript to an appropriate journal. I will provide guidance in this respect.
10. I expect to be a co-author on work that I have made a significant contribution. Together we can decide what is significant. Generally, graduate and undergraduate students are first author on all of their own work. Occasionally I must re-analyse and re-write manuscripts for publication,

especially in the case of undergraduate theses. If this is the case, I reserve the right to be first author in consultation with the co-author(s). I do this, not because I need first author papers, but because the integrity of the publication process requires that the first author take the larger responsibility for the content of the paper.

11. Data generated and supported by the lab essentially are “owned” by the lab. When a student leaves the lab, I expect to receive both hard and electronic copies of the data. Students collect the data and have every right (and of course are expected - see 9 above) to publish the data they collect. Occasionally, students may a) leave academia or b) move on to another position, and not publish collected data. If this is the case, I, as the supervisor, will take responsibility for publishing the data. If I have to re-analyse the data and re-write the paper, I reserve the right to be first author. Generally, if a student has not attempted to publish data collected in the lab in the year following their departure, I reserve the right to take over the publication process. Of course, this policy does not extend to students that engage in independent projects that are not supported by lab research funds.

12. Whenever possible, I expect students to attend seminars and talks by other ecologists (e.g. departmental seminars etc).

13. We will engage in weekly lab meetings, preferably in the late afternoon, when we will discuss a recent paper, evaluate proposals, and drink beer (the latter is optional).

14. I cannot dictate when students should be in the lab, but in general, success in graduate work is dependent on work ethic and interactions with other graduate students, faculty etc. If you prefer to work from home, you should still ensure that you spend a significant time at the lab.

15. Your tenure under my supervision will be most successful if you can intelligently discuss one or more of my favourite passions: Dave Matthews Band, Seinfeld, outdoor gear, and squash (the sport not the gourd). In addition, things will go smoothly if you repeatedly tell me that my kids are the smartest, cutest and funniest you've ever seen.