

Environmental Change & Sustainability Lab Policies and Expectations – August 2023

Welcome to the ECS Lab! We are driven by the challenge of mitigating environmental impacts arising from the ever-growing demands for energy, water, and food in our rapidly changing world. I'm enthusiastic about mentoring students from diverse backgrounds and with different career aspirations. This document outlines some guidelines and expectations that shape our lab's culture and operations.

It's important to set clear goals and have a realistic plan to accomplish them. You should identify near-term, mid-term and long-term goals for your research and subsequent career – even though these will naturally change as you progress with your studies.

Plan on having regular one-on-one meetings with me to discuss your progress and any other matters of importance. I encourage you to constantly seek my advice on things related to your professional and academic growth. However, I also expect you to exercise your own judgement when considering my advice – it's your career, after all. Before each meeting, please share a draft agenda outlining the topics you'd like to discuss.

Strive to be a proactive problem solver. Taking the initiative to troubleshoot and tackle work-related challenges is a valuable skill set that will serve you well in any career.

I'm your mentor, but I don't have all the answers. You might find that discovering solutions on your own enhances your learning. Feel free to always ask questions. But know that at times I'll provide a direct answer, and at other times, I'll guide you toward avenues where you can find the answers on your own.

I value commitment and punctuality. If you have a scheduled meeting, please be on time or inform me in advance if you expect to be late.

I would like you to be a full participant in the lab community, which includes participating in lab meetings and attending lab social events. I also expect that our lab members are supportive of each other. I can tell that from experience: I was mentored in large labs, and I found that I gained just as much knowledge from my fellow students and lab members as I did from the mentors themselves.

For graduate students. A thesis or dissertation should comprise chapters that are of publishable quality. Having these chapters ready for publication by the time you complete your studies will not only enhance your career prospects but also ease your transition to focus on new challenges post-graduation.

Lastly, there's no need for formalities like calling me 'Doctor', 'Sir', 'Professor', or by last name. Feel free to address me by my first name.

I hope you have a wonderful time in my lab.

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