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**Expectations**

**Let’s Be Clear**

I want my students to launch successful and satisfying careers. Your experience in my lab should be fun and challenging. But what should you expect from working with my group? Here, I outline some expectations for students, postdoctoral associates, and myself.

**Lab Culture.** We strive to create a culture that marries free inquiry and creativity with skepticism. *Viewpoint diversity, which is under assault in the Academy, is essential*, as are the following scientific virtues (*Nature*, vol 532, p. 139, 2016):

1. Honesty
2. Curiosity
3. Perseverance
4. Objectivity
5. Humility to evidence – the willingness to abandon ideas that conflict with data

**Expectations You Have of Me**

Research is hard – I am here to support you and champion your interests. You should expect me to provide advice and guidance for your academic journey, as well as:

1. Create an environment that is fair, supportive, and respectful
2. Help you navigate university policies
3. Help you set and achieve yearly goals
4. Provide guidance and critical feedback on projects, papers, and presentations
5. Ensure that you are fairly credited for your contributions on presentations and papers
6. Help you secure financial support for tuition, research, and travel
7. Help you balance academia and personal life. Science is hard work, but it should be fun!
8. Help you find a position after leaving my lab – assuming you have met the expectations outlined here. We are now part of an academic family

**Expectations I Have of You (& You Should Have for Your Lab Mates)**

And I expect that you will:

1. Work independently, ethically, & hard (40+/hrs (PD), 30/hrs (grad) 20/hrs (undergrad))
2. Be dependable: meet deadlines & expectations.
3. Understand and follow our Quality Assurance Plans
4. Represent your teammates positively and professionally on- and off-line
5. Get authorization from me for sharing lab content on- or off-line
6. Open & honest communciation: talk to me in person about complaints, challenges…
7. Attend lab meetings and one-on-one meetings

**Background Reading**

*Audiobooks are in Lab\_Resources\Library\Audiobooks*

**All Students**

*Finish before starting research*

1. *Chapter 1, An Introduction to the Phylogenetic Comparative Method* by Emmanuel Paradis (in Modern Phylogenetic Comparative Methods…)
2. *Inferring Evolutionary Processes From Phylogenies* by Pagel (Zoologica Scripta 1997)
3. *Inferring the Historical Patterns of Biological Evolution* by Pagel (Nature, 1999)
4. *The Seven Deadly Sins of Comparative Analysis* by Freckleton (JEvoBio, 2009)
5. *Tidy Data* by Wickham (Journal of Statistical Software, 2014)
6. *Ten Simple Rules for Effective Statistical Practice* by Kass et al. (PLOS Comp Bio 2016)

**Graduate Students**

*Finish by end of year 1*

1. *The Comparative Method in Evolutionary Biology* by Harvey & Pagel
2. *Visual Display of Quantitative Information* (and other books) by Edwards Tufte
3. *On Writing Well: The Classic Guide to Writing Nonfiction* by Zinsser

*Finish by end of year 2*

1. *Origin of Species* by Charles Darwin
2. *How to Write aS Lot (2nd ed)* by Paul J. Silvia
3. *The War of Art* by Steven Pressfield and/or *Four Thousand Weeks* by Burkeman

*Finish by end of year 3*

1. *A PhD Is Not Enough!: A Guide to Survival in Science* by Feibelman
2. *The Professor Is In: The Essential Guide to Turning Your Ph.D. Into a Job*. By Kelsky

**Recommended Reading**

1. *Voyage of the Beagle* by Charles Darwin
2. *Surely You Must Be Joking Mr. Feynman* by Richard Feynman
3. *Philosophical Breakfast Club* by Laura Snyder
4. *The Theory That Would Not Die* by Sharon Bertsch McGrayne
5. *The Invention of Nature: Alexander von Humboldt's New World* by Andrea Wulf
6. *Enlightenment Now* by Stephen Pinker
7. *Calling Bullshit* by Jevin West
8. *Range* by David Epstein
9. *Writing Science: How to Write Papers That Get Cited and Proposals That Get Funded* by Joshua Schimel.
10. *Make It Stick: The Science of Successful Learning* by Brown, Roediger, & Daniel
11. *Tenure Hacks* by Russel James