*Refer to the selection criteria from the program description (*[*PDF*](https://www.nserc-crsng.gc.ca/Students-Etudiants/PD-NP/PDF-BP_eng.asp)*or*[*PGS D*](https://www.nserc-crsng.gc.ca/Students-Etudiants/PG-CS/BellandPostgrad-BelletSuperieures_eng.asp)*) to complete your report (see instructions for further details). In accordance with the*[*Privacy Act*](http://www.nserc-crsng.gc.ca/_doc/NSERC-CRSNG/atip-aiprp_eng.pdf)*, this report will be accessible to the applicant.****To confirm that your text will fit, save your information and select 'Preview', then adjust accordingly. [2900 characters – note NSERC website always seem to overestimate character length, so I keep things slightly lower]***

***\*\*\*\*note this is an early draft. Pls feel free to edit/change. I may have gotten some details wrong.***

Among the 57 students and postdocs I have directly supervised, I rank Dr. Emma Hudgins in the top one or two in terms of research potential and overall ability. This pool includes several people who have gone on to faculty positions, and permanent positions as government and non-governmental agency research scientists. In terms of potential as a mentor and leader, she easily ranks as number one, for reasons I’ll outline below.

Regarding research record and ability, Emma has published eight peer-reviewed papers, including a paper in *Ecology Letters* which, in my opinion, is one of the most important studies on invasive species in the last several years. She also has seven papers currently in the review process, and is leading another six papers that are at various stages of completion. Her research skills are extremely impressive: she is proficient in seven programming languages and many advanced analytical techniques, and possesses first-class ecological and mathematical knowledge. If I am working on a paper that involves complex mathematics and I feel I need some help, she is my go-to. She is also an excellent writer, producing nearly perfect first drafts, and an equally excellent speaker, as evidenced by her best student presentation award at an international conference. These abilities are increasingly being recognized. For example, she was chosen to lead a major summary paper for the international Invacost invasive species management network. She has also received over $200,000 in research fellowships and awards, which is very impressive for someone at this career stage.

Regarding mentorship and leadership, Emma is probably the most socially aware and engaged person I have ever supervised. Her list of volunteer experience is extremely impressive. Her list of volunteer activities, workshops organized and attended and student mentorship is more substantial than those of most junior professors. This list does not capture the myriad little things she does for people, like help international students settle in, help students with statistics or programming issues, and help students with defence preparation. Finally, she is one of the bravest and most inspiring people I know. She has been remarkably open with others about her struggles with mental health, and has helped to share mental health resources with others in my lab group. I am extremely thankful for this. Students’ mental health has always been a major concern for me, and has become more of a concern in the last year and a half. I can state beyond a doubt that Emma’s openness and assistance on mental health issues has helped students with their own struggles. To me, this is perhaps even more important than any of her (impressive) academic achievements.

*You may use this text box to continue your comments on the applicant in relation to the selection criteria.****To confirm that your text will fit, save your information and select Preview, then adjust accordingly. [4700 characters]***

***[JB note: this is so typically NSERC. It’s totally opaque. I’m going to make some inquiries re what people do with this – whether they leave it blank or not. If people do use this space, then my plan is to outline how the research project is really creative and important.]***