

Guidelines for Postdocs in the Holland Group

These outline my expectations for postdoctoral fellows. You were hired because your record shows that you have a lot of promise, and we aim to help you reach your potential.

1. Set a good example.
 - safety
 - careful experiments, no shortcuts
 - treat other group members with respect
 - group jobs – put the group first
 - consistently use scientific method as approach – logical thinking
 - excitement about research
 - demonstrate a solid work ethic: students should see by example that research is not just a 9-5 job: it will require some evenings and weekends.
2. Talk to students.
 - about your experiments – share excitement
 - about their experiments. Don't just answer their questions: make sure they learn how to think independently. Show them how you approach problems.
 - Let no white board go unused. Discussion is how we learn science in a research setting!
 - Be critical, in a constructive way.
3. Research productivity.
 - self-motivated
 - learn to look at the big picture
 - creative ideas
4. Have a goal.
 - Education. What do you aim to learn while in the Holland group?
 - Career. What do you hope to gain from your time here?
 - Define steps that will help you to achieve these goals.
 - We are here to help you succeed. I will do what it takes to enable you to find the job you want (e.g. taking time to write job proposals, prepare for interviews, etc.)
5. Bring something to the group.
 - Share your previous experiences to make the group better.
 - Become the group's authority on at least one subject.