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Welcome to graduate school and the Department of Family Social Science! This document is intended to give current and potential graduate students an overview of what to expect when working with me, including the expectations that I have for you as my advisee as well as what you can expect from me as your advisor.

Advising/Mentoring Philosophy:

As a graduate student mentor, my primary goals are to support your progress through graduate school and your preparations to achieve your career goals. I utilize a developmental model to help students develop competence in the research process and other areas of their professional development. I aim to support your development through providing learning opportunities that are appropriate for your current skill level and needs with the goal of increasing your independence. I value open and honest communication and strive to provide clear and direct feedback while also offering support and encouragement. My students are most successful when they are able to take ownership over their progress in their graduate and professional careers and actively seek out an array of appropriate opportunities to meet their training and development needs, including support/opportunities from me, other faculty, and other resources within the department, the university, and beyond.

What I expect from you:

- Attendance at weekly lab meetings and other regular individual advising meetings (scheduled as agreed upon – weekly, biweekly, or as needed).
- Prepare an agenda for individual meetings – you will get the most out of our individual advising meetings if you come prepared with a list of questions/topics that you would like to discuss.
- Bring questions to lab/advising meetings – it is often more efficient to discuss complex issues in person rather corresponding over email.
- Regular communication – email is my preferred mode of communication. If I do not reply to an email within a few days, please do not hesitate to follow up again. You may text/call for urgent matters.
- Meet graduate program requirements in a timely manner – it is important to meet these requirements in order to maintain good standing within the program and maintain eligibility for fellowships/funding.
- Publishing – academic publishing should be a top priority during your time in graduate school. You should plan on regularly submitting multiple manuscripts for publication, including both first-authored and co-authored publications, throughout your training. See Authorship under Joint Responsibilities.
- Effective time management and investment – you will balance a large number of different roles and responsibilities as a graduate student. This skill requires careful planning and organization of responsibilities across these roles, clear communication about your progress with supervisors or instructors, and allotting sufficient time for the contributions of others (e.g., advisor feedback). Most students find that graduate school requires some work during weekends, breaks, and over the summer in order to be successful.
- Sufficient lead time for feedback – I can typically provide feedback on your work within one week. For urgent tasks, I may be able to turn your work around more quickly with advance notice. Please provide an approximate deadline for when you would like to receive my feedback. This helps me appropriately prioritize your request and return it to you when you need it. Feel free to send reminders or ask for updates if you have not heard from me as a deadline approaches.

- Involvement with the FSoS community (GRADS, seminars, social events, etc.) – I encourage you to be an active member of the FSoS community.

What you can expect from me:

- Advice and guidance regarding research, teaching, your progress in the graduate program, and professional development
- Open communication about expectations
- Clear feedback on your work
- Timely responses to your questions and requests
- Conduct weekly lab meetings and regular advising meetings
- Provide opportunities for growth
 - Collaboration on manuscripts
 - Co-reviewing manuscripts
 - Involvement in active research projects
 - Access to existing research data for use in collaborative manuscripts
 - Information regarding other available opportunities (e.g., funding, fellowships, training)
- A commitment to your success in the program and in your chosen career path

Joint Responsibilities:

- Review our respective and joint responsibilities and revise as needed
- Regular communication
- Set reasonable deadlines for tasks to be completed
- Open and engaged dialogue regarding authorship – we will collaborate on a number of manuscripts for publication. You may serve as a first-author on some projects and as a co-author (i.e., second, third, fourth... author) on others. Authorship is determined by effort and contribution to projects. You should expect to make substantial contributions to a manuscript in order to be included as an author. You can expect to be the first author on manuscripts resulting from your thesis or other independent projects as well as manuscripts that you initiate and for which you do the majority of the writing. However, projects are dynamic, and authorship may change as projects develop. Because the majority of the work in my lab is collaborative, authorship may not always be clearly delineated. I encourage open discussion about authorship throughout a project, including clarifying expected authorship position based on ongoing contributions to projects.
- Act professionally and collegially with each other and with other members of the research group
- Maintain high ethical standards at all times in all aspects of research and the student-faculty relationship