What I expect from members of my lab

1. To be **highly motivated** and to have **great enthusiasm** to conduct scientific research.

2. To **work hard**. This usually means many hours per day and per week. To be a scientist *is not* an eight-hour, Monday-thru-Friday job. If this is what you are looking for, I suggest that you do something else, or at least that you look for another advisor.

3. To be **intellectually independent**, and to have original, creative ideas. I prefer that lab members under my supervision work on proyects that are distinct from mine, which usually means that their study systems and approaches are also distinct in some way or another. I believe that intellectual independence and a diversity of questions and approaches are essential for a research group.

4. To have a **solid background in organismic biology**, especially in ecology, and to work continuously to improve this knowledge.

5. To be a proficient user of **mathematical, statistical and computational tools** (and, if this is not the case, to work hard to become a proficient user).

6. To **discuss regularly her/his ideas** with me, her/his dissertation committee (for doctoral students), other members of our lab and our institutie, and the colleagues visiting us in Mendoza.

7. To **read broadly**, to know well the literature about her/his research topic and about ecology in general, both the current and classic literature. This means at least to read papers in current issues of the main ecology journals (Ecology, Ecology Letters, Journal of Ecology, Oecologia, Oikos, etc.) and the general science journals (Science, Nature, PNAS, PLoS Biology), and to know the historically important contributions in the discipline.

8. To **write profusely** and to work hard to be good at it. As an advisor, I commit to work carefully and promptly on each manuscript that arrives in my desk. But I don't have time for, and I am not interested in, doing someone else's job. To produce a thesis or a journal paper takes an enormous amount of work, and I expect the author to make the greatest effort when working on the manuscripts.

9. To **read, talk and, especially, write English fluently**. If you don't feel identified in this point, I suggest that you start studying English as soon as possible. English is essential today to do science, there's now way around it. In the same way as it is difficult to conceive a football player that can't run, it is difficult to conceive a scientist who does not speak English fluently. It's never late to learn, and the sooner you start, the better.

10. To **publish good papers in good journals**. For undergraduate students this means one paper ready for submission by the time the thesis is defended, or shortly after the defense. For Ph.D. students, I expect them to have at least three papers submitted to good journals, as first author and resulting from dissertation chapters, by the time the dissertation is defended. It is essential to reach the final stage of the Ph.D. with a good set of publications to be competitive to get a post-doc fellowship. And to achieve this goal it is necessary to start working early. A thesis with at

least three publishable chapters in top journals cannot be written during the last six months before the defense. For post-docs, I expect at least one or two papers coming out of the post-doc projects, plus involvement in other lab papers with me or other members of the lab.

11. To **write proposals for funding**, as many as possible. This is important for two reasons: to be financially independent and thus avoid being constrained to work on my own projects, and to learn how to write good proposals as training for the future.

12. To **participate in seminars**, including the institute's seminar series, in reading and discussion groups in our research center and the university and in our regular lab meetings.

13. To attend and **present her/his work** frequently at national and international **scientific meetings**.

–Diego Vázquez, August 3, 2016