

## **Mentorship/Personal**

What's your mentorship style? / How do you advise your students?

How much do you typically think about adapting this style to the needs of individual students?

To what extent do you think I'd be able to forge my own path so to speak? How would you feel if at some point I decide I want to pursue something other than <research area>?

What do you do when students are struggling?

How do you identify when a student is struggling?

How often do you meet with your students? What if more often needed? How often does your lab meet? What does everyone do in lab meetings?

How might you help me to stay focused?

Do you have any thoughts or feelings about discussing your own experiences with your students?

What is your personal approach to work life balance? How do you make sure /enable your students to have work life balance?

How do you handle conflict? When your students disagree with you, how do you think they should bring that up to you?

What is your favorite conference, and why? Which conference has "your people" at it?

What do you think of [other advisor at another school]'s work?

Do you think you're easy to work with? Why or why not? Can you think of anything that might make you hard to work with?

How hands-on are they technically vs. big-picture? How much technical skill will your advisor imbue you with?

Side projects?

Internships? Publish in their thesis area or somewhere different? Practical?

Measure of progress? Incremental (daily) or something to show after a month or so?

How much attention will they pay on your project? Like code reviews, formalisms etc?

## **Expectations**

What are your expectations of grad student productivity per year w.r.t. manuscripts, presentations, and milestone achievements?

What are your expectations of 1-3 years?

Do you have a thesis topic in mind, or are you flexible in the range of topics?

What are your expectations of a normal research work week?

What do you think I have to add to your group?

## **Funding**

What funding do you have? What do you see as the long term plans for this project after funding runs out? What funding are you applying for? Can I read the grants? Who at this school do you hope to collaborate with in future?

How do you plan on funding me?

Do you fund students to go to workshops, summer schools, conferences?

## **To Students:**

Is your advisor nice? (smoke test by Aaron)

How do you feel before meetings with <advisor>? After? Why? What do you talk about?

Tell me about a time you felt frustrated with <advisor>.

Who else should I talk to to get a fuller perspective? (i.e. people who are not as optimistic/successful)

If you had to start over, would you choose the same group?

Ask senior students how much of their cohort is still around.

How long did longest student take to graduate, and how many students took that long?

What is the <advisor>'s normal work schedule?

What is the work-life balance for members of your lab?

Do you feel your needs are met by <advisor> as a graduate student?

ARE Y'ALL HAPPY? What do you do for fun?

What's your typical week of work like?

How autonomous will I be?

How involved will you/the adviser be in my work?

Conflicts in lab / between advisers?

Have you ever thought of switching? Why? Has advisor X ever had a student switch away from them, and if so can I talk to that person?

If you were a prospective student again, what would you tell your past self about advisor X?

Does your advisor encourage you to do service when and if you want to? What service have you done?

What is the hardest part of working with advisor X? Not everyone is good at everything, what kind of advice do you often find yourself having to go elsewhere for?

How long does it take for advisor X to respond to important emails/ slacks etc?

How often does advisor X tell you when you've done something good? Can you count on advisor X to make it clear when they think you're on the wrong track?

What is advisor X good at relative to your friend's advisors? What are they bad at relative to your friend's advisors?

Does advisor x ask you about your long term goals, and help you make a roadmap to achieve them?

Lab culture?

Ask about stressful times in their work and how advisors and classmates reacted.

**3 P's, PI, people, project. Projects change, people graduate, but PI is forever ;)**

