

Restoration Ecology Research Group – Mentor–Mentee Agreement (Thesis Students)

Welcome!

This agreement outlines the responsibilities and expectations for both the mentor and the mentee while working on a BSc or MSc thesis in the Restoration Ecology Research Group. By working together, we aim to support your growth as a researcher and ensure a productive and positive experience.

1. What You Can Expect from Your Mentor

I, as your mentor, commit to:

1. **Scientific guidance:** I will help you define your research topic, plan experiments, and connect you with necessary resources, collaborators, and literature.
2. **Mentorship and career support:** I will provide guidance on research practices, writing, presentations, and career development. You can expect feedback and advice throughout your thesis project.
3. **Timely feedback:** I will provide constructive feedback on your research aims, methods, written drafts, and presentations. For papers or thesis chapters, please allow at least two weeks for full review. I prefer collaborative editing in Google Docs for efficiency and clarity.
4. **Conference and seminar support:** I will encourage and, when possible, support your attendance at conferences and seminars.
5. **Safe and supportive environment:** I will maintain a welcoming and respectful atmosphere, free from harassment or toxic behavior. You can raise any concerns or conflicts with me immediately.

2. Responsibilities of the Mentee (You)

I, as a mentee, commit to the following:

Take Ownership of My Education

- I will understand the requirements of my program or scholarship and ensure I meet them, seeking guidance as needed.
- I will maintain regular communication with my mentor, keeping her informed about my research progress and promptly reporting any challenges, delays, or changes that may affect the progress of my work.
- I will meet deadlines and allow sufficient time for my mentor to provide feedback.
- I will prioritize research progress while taking advantage of other professional development opportunities.

Develop My Research Skills

- **Read scientific literature:** I will follow suggested papers, run literature searches, and track new publications in relevant journals (e.g., Restoration Ecology, Applied Vegetation Science). I will

dedicate regular time to stay updated, explore important references, and incorporate them into my research.

- **Maintain detailed research notebooks:** I will record all research details in English, including protocols, observations, measurements, and unexpected results. My notes will allow reproducibility, assist in thesis writing, and help me track progress.
- **Research integrity:** I will adhere to the principles of responsible research conduct, including accurate data recording, transparent reporting of results, proper citation of sources, and avoidance of plagiarism or data manipulation.
- **Data and protocols:** I understand that research data generated during my work belongs to the research group. I will maintain organized and well-documented copies of all original data, scripts, and protocols. Upon completion of my thesis or departure from the group, I will ensure that all materials are properly organized and accessible so that ongoing analyses and manuscripts can be completed.
- **Improve writing and presentation skills:** I will prepare initial drafts and figures first and revise based on mentor feedback. I will aim to participate in at least one seminar or conference where I can present my results.
- **Meetings:** I will come prepared to one-on-one meetings with updates on my research and proposed next steps, previously shared with enough time for my mentor to review before the meeting.
- **Authorship:** I understand that authorship reflects significant intellectual or experimental contribution. I will actively participate in research and discussions to earn authorship and be prepared to defend all aspects of our joint research.
- **Accept feedback and handle failure:** I am aware that rejections and criticism are part of scientific life and do not reflect my value. I will use feedback constructively to improve my work.
- **Safety and environment:** I will maintain clean shared spaces (labs, offices, field stations), follow all safety procedures, and report accidents, equipment issues, or serious mistakes promptly.

3. Compliance with the Agreement

Both mentor and mentee are expected to adhere to the responsibilities outlined above. Serious or repeated violations of this agreement, including failure to follow research safety procedures, meet agreed-upon deadlines, or maintain professional conduct, may result in **termination of supervision or discontinuation of the thesis project**. Such decisions will be made in consultation with the mentee and in accordance with university regulations.

4. Acknowledgement and Signatures

By signing below, we acknowledge that we have read, understood, and agree to uphold the expectations outlined in this mentor–mentee agreement.

Mentee Name: _____ Date: _____

Mentor Name: _____ Date: _____