

# Managing Lab Students' Expectations

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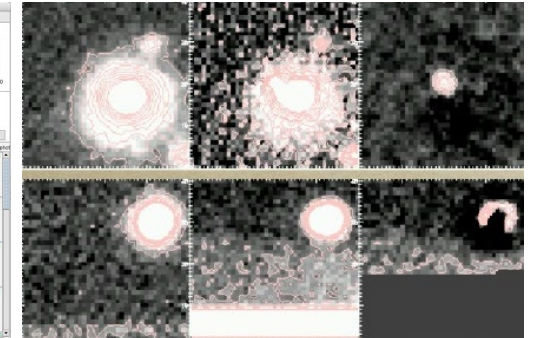
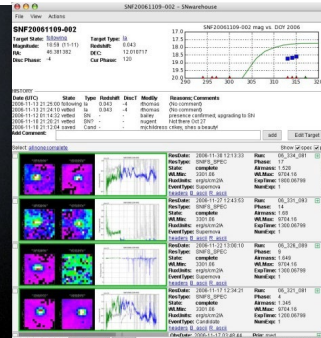
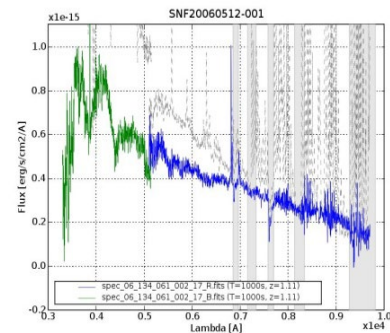
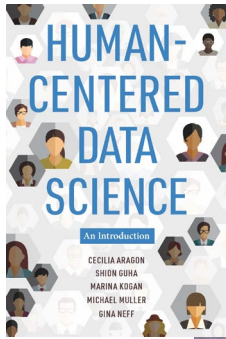
Fall ADVANCE Pre-Tenure Workshop  
December 3, 2024

## Panelists

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- > **Cecilia Aragon**, Professor of Human Centered Design & Engineering (HCDE)
- > **Cheryl Kaiser**, Professor of Psychology

# Managing Student Expectations?



## Cecilia Aragon, PhD

Professor and Director, Human Centered Data Science Lab

Dept. of Human Centered Design & Engineering

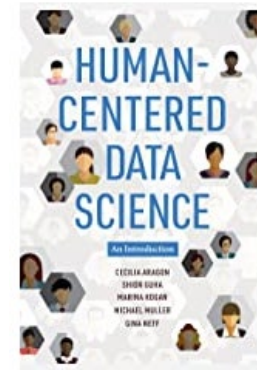
University of Washington, Seattle

[linktr.ee/CeciliaAragon](https://linktr.ee/CeciliaAragon)



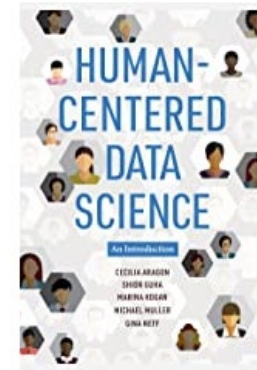
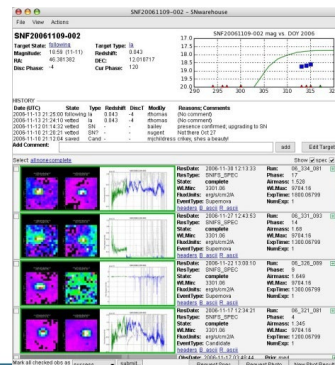
# Human-Centered Data Science Lab

- 30 students
  - 6 PhD students
  - 9 MS students
  - 15 undergrads



# First Lab Meeting

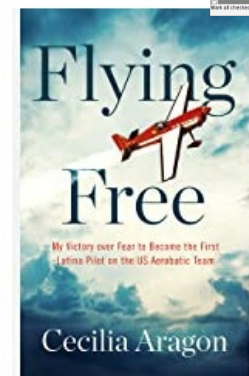
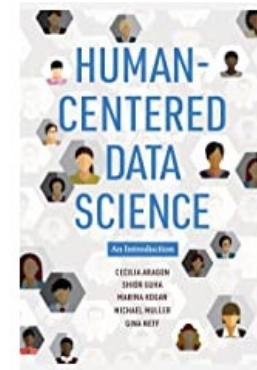
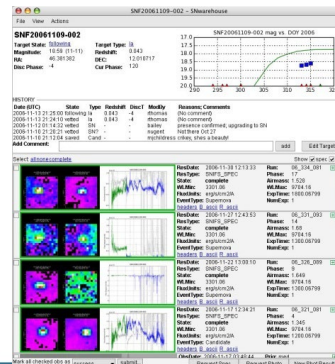
- Set expectations



[Linktr.ee/CeciliaAragon](https://linktr.ee/CeciliaAragon)

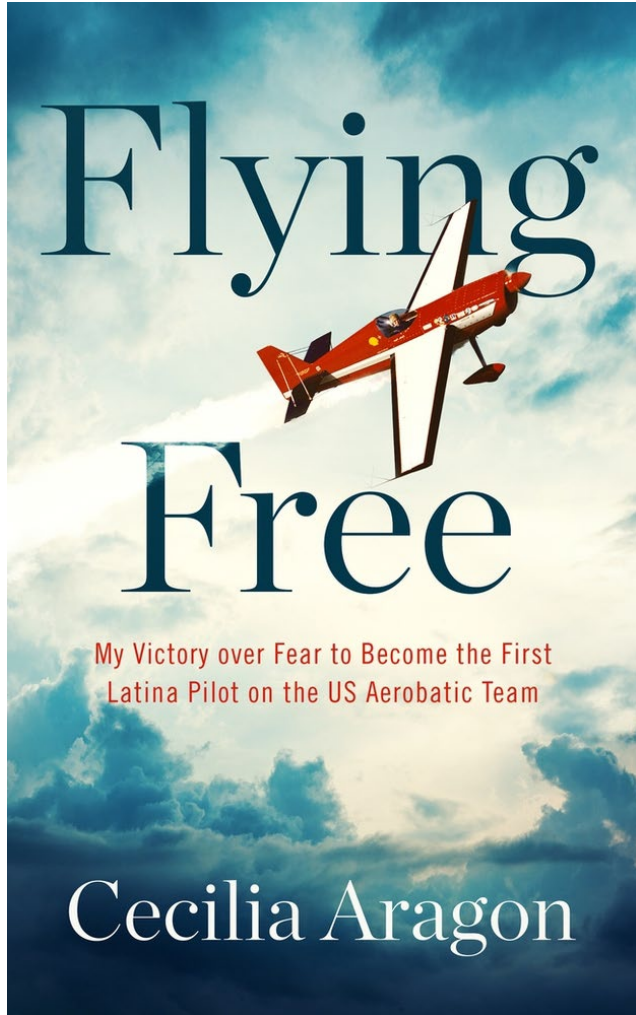
# Funding Explanations

- Pros & Cons of:
  - Fellowships (e.g. NSF)
  - TAs
  - RAs
  - Self-funding (outside employment)



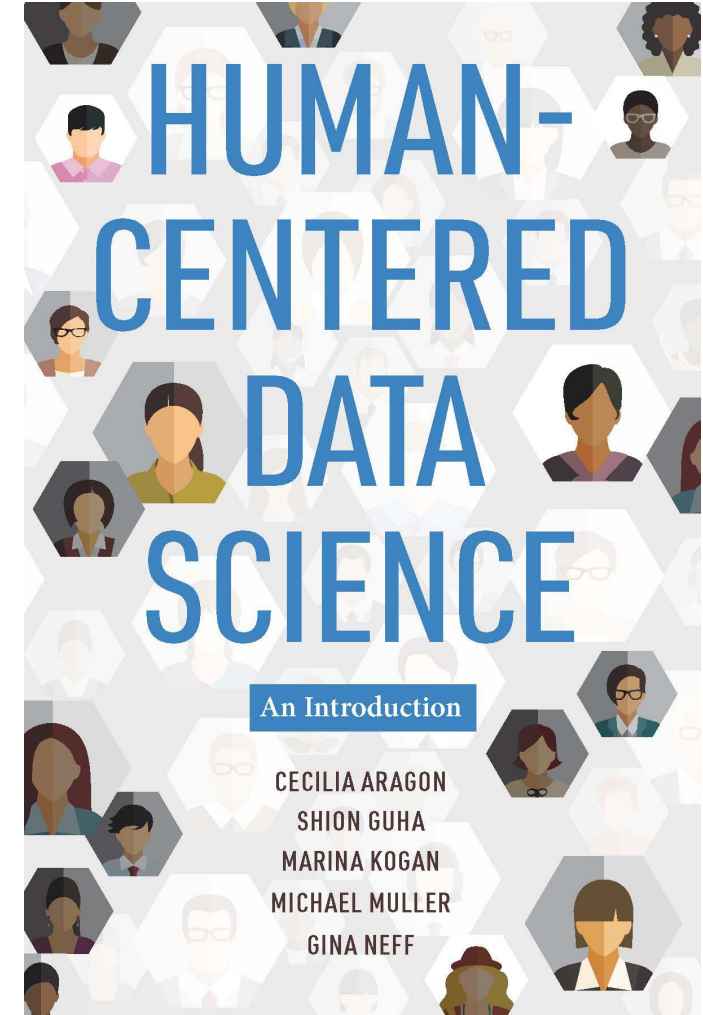
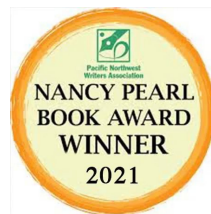


# Thank you!



Blackstone Publishing (2020)

*Cecilia Aragon*  
*University of Washington*  
[linktr.ee/CeciliaAragon](https://linktr.ee/CeciliaAragon)  
[@CeciliaAragon.bsky.social](https://CeciliaAragon.bsky.social)



MIT Press (2022)

# Cheryl Kaiser

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Professor of Psychology



# Managing (Everyone's) Expectations

- Clarity in Expectations
  - [IDP](#) or something like it
  - Understand student degree milestones
  - Set aside time in regular meetings for expectations check-ins
  - Manage mentor/boss conflict on funded research RA's
    - e.g., “50/50 Compromise”
- Fairness across trainees to extent possible
  - Funding, resources, types of projects/opportunities
  - Consider sharing budget/inviting input when making decisions
  - Clarity that students need different types of support
- Manage your own mentoring expectations
  - Boundaries are healthy for everyone

# Some Common (at least to past me) Challenges

- Egocentric Anchoring
  - Don't use yourself as the primary reference point for scholarship, communication style, feedback approach
- Recalibrate timeline expectations
- Productivity is not synonymous with success
- Manage pre-tenure expectations with reality
- Seek support for confidential difficult conversations