

Resource Guide for Biology Graduate Students

For names and contact info of current EEB ORG representatives, click [here](#)

For names and contact info of current MGSA representatives, click [here](#)

For names and contact info of current GGSA representatives, click [here](#)

This document was written and compiled by and for graduate students in all Biology graduate programs, and while we have attempted to ensure that all information is up to date and correct, each person is responsible for verifying the information. This resource originated in the EEB program, and therefore some sections may be EEB specific. Sections pertaining to other programs are welcome and will be added little by little. EEB ORG maintains this resource and welcomes suggestions for updates (either as comments to the document, or via email to EEB ORG members). None of the information provided in the Health Insurance sections or Tax Information sections should be construed as medical or tax advice, or opinion. Many members of EEB ORG have made a point to be informed of points of contact for more information than provided here, so please reach out if you need additional assistance.

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Relevant information by year*

**Please note that some of these sections are specific to the EEB program only*

The [Graduate Program Handbook](#) contains official departmental guidelines about milestones and expectations for the graduate degree. The [Academic Bulletin for Biology](#) contains guidelines issued by the university graduate school. Additionally, Biology now maintains a web page in the [graduate student portal](#) with relevant program information.

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Style guide for updating this document

This resource guide is written by graduate students and for graduate students. In general, please use a formal style of writing, while understanding that some sections (e.g., advice on courses) will necessarily be less formal. Strive to be succinct, but to give enough detail for the advice or resource to be useful. Leave a comment with the information you would like to add (in the appropriate section) and we will incorporate it.

1. Housing

(A) Overview of Bloomington

Bloomington, Indiana is located in the southwest region of Indiana, and residents experience a seasonal climate. Bloomington is home to Indiana University Bloomington, the original and largest campus of Indiana University, as well as a host of other higher learning institutions. Bloomington has a rich and diverse performance arts culture that is home to several professional and amateur theater companies, such as the Bloomington Playwrights Project and the Indiana University Department of Theatre and Drama. Bloomington is also known as a burgeoning music scene with a wealth of music originating from the Jacobs School of Music at Indiana University, which has been among the nation's largest and most highly-ranked schools of music for decades. Festivals in the area include the Plant-It-X Fest, the Fourth Street Arts and Crafts Festival, Little 500, Taste of Bloomington, the Limestone Comedy Festival, and the world-renowned Lotus World Music and Arts Festival. Below is an overview of some of the neighborhoods in Bloomington; however, be aware that many areas are in flux, and the 'vibe' of the area changes frequently. Right now, many areas of Bloomington are being heavily developed with new apartment complexes. Also, properties (especially apartment complexes) are constantly changing ownership, so your experience as a tenant may vary (for better or for worse) from reviews posted online.

Note: below we provide more detailed information on graduate student housing. These data and recommendations are based on a fall 2023 survey of 23 graduate students in EEB.

(B) Finding a place (and general housing advice)

1. Timing

- a. Incoming graduate students: Be aware that in Bloomington, many people begin looking for next autumn's housing beginning the autumn/winter before (see number 2, item c). So it is good to begin your search for housing as soon as possible after you accept your offer from IU. Keep an eye out for sublets from people who are needing to move at short notice (IU Classifieds, Cragistlist [but be on high alert about scams!, especially for roommate matching ad/sites], etc).
 - i. Incoming students: If you are worried about committing to a living situation that you haven't visited in person, consider reaching out to a current grad student/postdoc in your lab to see if they can tour a place for you! Most people in the program will be happy to help.

2. Graduate student comments & advice

- a. Bus rides through Bloomington Transit are free with your student ID. Look closely at which and how many bus routes connect to your potential living situation,

work, and the grocery. Keep in mind that some routes might change during academic breaks.

- b. Co-ops can be a good housing option if you want purposeful/instant community. There are 5 houses in total (12-20 people in each house), two within walking distance of the biology building and the others within biking distance. Housework and cooking shifts are divided among the members, so it's very efficient. People are friendly, and it's a good way to meet people when you're new in town.
- c. Most apartments are available in the first or second week of Aug. Because most management companies want renters to renew as early as January, many preferred apartments are likely to be unavailable. So, the earlier the better.
 - i. Several graduate students in the program have mentioned that they moved into their first apartment in Bloomington knowing that they would move to a different apartment/living situation the following year. So, even if your first place isn't a "perfect fit," there are
- d. If you don't have a car/don't plan on getting one, do your research and plan your location well. There are certain places where you will have easy access to grocery stores and bus lines (e.g. College Mall area), and others where you will be pretty much cut-off from everything.

(C) Finding a roommate

(D) Expected expenses

1. How much is rent?

2. How much is pet rent?

Pet rent varies by landlord/leasing company from \$20 to \$50, with a mean of \$33. Some charge pet rent per pet, while some charge a flat fee. Keep in mind that if your pet is registered as an emotional support animal, you shouldn't be charged pet rent. Click [here](#) for information on getting your pet registered as an ESA.

3. How much are utilities?

Some utilities are paid by some landlords, but others cover no utilities. Utility costs vary by season, home size, whether you're renting an apartment or house, and how well insulated your home is. Also, keep in mind your costs will vary seasonally depending on how your home is heated (electric vs. gas). Students report paying a mean of \$X per month. Keep in mind that utilities can include: water/trash (combined in Bloomington), internet, gas, and/or electric.

4. Other notes

- A. It's a good idea to get rental insurance; some leasing companies require this. You can often get rental insurance for roughly \$150 a year through whichever company you may be purchasing car insurance.
- B. When you do your taxes, you can report how much you've paid in rent for the year. This can reduce the amount of taxes you pay.

(B) Neighborhoods

1. *North side*

The north side feels more “peripheral” to the city, though it has complete, easy access to amenities, including proximity to the IU football and basketball stadiums as well as SR-37 (which is the highway to Indianapolis). There are some quieter areas, however be aware that the stadium is near this area, and there is a lot of undergrad housing nearby. There is a golf course and several established neighborhoods on the north side, including the Cascades, which offers some of the most affordable real estate in Bloomington. It is not a fancy neighborhood, but it is safe and family-oriented.

2. *South side*

The south side is probably one of the faster-growing areas in the city. Historically, the south side has not been occupied by many students, but rapid development of condos, apartments, and housing has changed that. The Sherwood Oaks addition is one of the older neighborhoods in town. It is a quiet, family-oriented area. Housing in that neighborhood typically runs from the mid \$100's and up. There are also very reasonably-priced homes in that area (e.g., Sherwood Green) that can be quite nice and cost in the low \$100,000's. Additionally, newer condos tend to run in the high 70's and up. There are many other attractive and affordable areas of interest on the south side, including Pine View, Adams Hill Farm, Bayberry, and Winslow Farms. There is little retail in this area, but several biology graduate students have purchased homes in the Pine View addition in the past. There are a number of affordable apartment complexes and townhomes for rent along Winslow Road.

3. *West side*

The west side has traditionally been comprised of more blue-collar, working families, and most of Bloomington's manufacturing facilities were located there, but the demographics have changed dramatically over the last ten years. There has been a retail boom near SR-37, and a Cracker Barrel, Olive Garden, Lowe's, Bed, Bath and Beyond, and many other retailers and hotel chains are located in the Westside Shopping Plaza. One of Bloomington's major cineplexes is also located in this retail hub. Housing on the west side tends to be less expensive than other parts of town. One of the larger housing additions on the far west side is Fieldstone, which has housing from the low \$120's and up. This area is still being developed, and new houses and duplexes are still being built. There are many IU employees that live in this area, but fewer students. A car would be essential.

4. *East side*

The east side is typically where professionals and white collar families live. Homes can be somewhat more expensive, though neighborhoods like Park Ridge still offer bargains in the mid-\$100's. There are a number of condos, duplexes, townhomes, and apartments that have sprung up there too, so students are moving in. Some of the condos, duplexes, and townhomes are actually very reasonably-priced in the low \$100's (i.e., \$123,000 for a duplex in Oaklawn Park--they appear to be appreciating rapidly. These duplexes and townhomes were built and sold for roughly \$102,000-\$110,000 about six years ago). The east side boasts major retail and dining areas, and College Mall located in this area.

5. *Downtown*

Downtown is probably one of Bloomington's most exciting areas. If you like foot traffic, access to the arts, dining out, and the feeling of being in a bigger city, downtown Bloomington is for you. Though our city council keeps tight control over how downtown Bloomington is developed -- including building heights, facades and streetscapes -- the downtown area is bustling! The downtown area has undergone a major transformation in the last 10 years or so; there are now condos and hotels where there once were none. Downtown apartments and condos can be pricey; condos start around the \$170's and up, and a 2 or 3 bedroom apartment can cost well over \$1,000/mo (although these are typically shared by multiple students). Downtown is a lifestyle with access to a wealth of entertainment, shopping and dining options, so for some, it is worth the expense. Downtown apartments are easy walking or biking distance to campus.

6. *Campus*

The campus area is prized for its proximity to campus. Housing in this area is usually priced at a premium because both students and faculty seek out this area to avoid parking hassles on campus, which tends to be congested with traffic. Housing in this area is truly eclectic, with a mixture of rentals and private homes, faculty and students. Many of the streets with faculty homes run in the hundreds of thousands of dollars, and they can be next to streets with lower-cost homes. There are many homes with rooms for rent in this area as well. Most parking is on the street, which can be somewhat tough; however, the city of Bloomington has made strides on behalf of the residents by enforcing residential parking zones and ticketing vehicles that lack the proper residential stickers. Although this area has easy access to campus, there are not a lot of amenities in close proximity to this area.

7. *City limits*

There are many outlying areas just outside of the Bloomington city limits where many graduate students and faculty find even bigger bargains on housing. Keep in mind that while there is traffic in Bloomington, particularly around campus and the Bypass area (SR-45/46), nothing is really "too far" in this area. Ellettsville is somewhat of a suburb of

Bloomington, and it has a slightly more rural feel to it, but that is changing very rapidly. Most of the newer housing additions there even carry Bloomington addresses in what was once considered Ellettsville. If you want to live in the country, there are plenty of options for that, too.

(C) Housing recommendations from graduate students

1. South Side

- a. Hunter Lodge Apartments (website: <http://www.grantprops.com/>)
 - i. Description: Small complex of 1-2 bedroom apartments south of campus
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
 - iii. Monthly Rent: \$870 for 1 bedroom, as of Dec. 2023 (Not sure about two-bedroom)
 - iv. Monthly Utilities: \$60-100 for electricity and gas in a 1 bedroom apartment.
 - v. Campus Access: ~5 minute walk to the Biology Building.
- b. 600 E Hillside Apartments or other complexes from Dwellings LLC. (website: <https://www.dwellingsllc.com/vacancies>)
 - i. Description: Medium-size apartment complex located at south of Bryan Park
 - ii. Amenities: In-unit laundry; only internet connection included in rent.
 - iii. Monthly Rent: \$1700 for 2 bedroom, as of Dec. 2023 (\$850.00 per person).
 - iv. Monthly Utilities: \$60-100 for electricity and gas in a 1 bedroom apartment.
 - v. Campus Access: ~20 minute walk to the Biology Building.
- c. Single-family homes near Bryan Park
 - i. Description: Neighborhood of apartments and single-family homes or town-house south of campus.
 - ii. Amenities: Varies; many have In-unit washer and dryer.
 - iii. Monthly Rent: Varies; two current students pay \$1,300-1,600 for 2 bedroom, as of Dec. 2023
 - iv. Monthly Utilities: Varies; two current students pay \$100-\$200 for electricity, water, sewage, gas, and trash.
 - v. Campus Access: ~30 minute walk to the Biology Building. Short walk to the 7 bus line.
- d. Dorchester Apartments (website: <https://facilitech.net/apartment/dorchester/>)
 - i. Description: Small complex of studios and 1-2 bedroom apartments southeast of campus.
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
 - iii. Monthly Rent: \$599 for studio, \$675 for 1 bedroom, \$840 for 2 bedroom, as of as of Aug. 2021.

- iv. Monthly Utilities: \$70-110 combined gas and electricity for 1 bedroom apartment.
 - v. Campus Access: ~30 minute walk to the Biology Building. Short walk to 4 bus line.
- e. Summit Pointe Apartments (website: <https://www.summittpointe-pts.com/>)
- i. Description: Large complex of 1-2 bedroom apartments southwest of campus.
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
 - iii. Monthly Rent: \$900-950 for 1 bedroom, \$1,000-1,050 for 2 bedroom (\$525 per person).
 - iv. Monthly Utilities: \$60-100 combined gas and electric.
 - v. Campus Access: ~45 minute walk to the Biology Building. Short walk to the 7 bus line.
- f. Garden's Court II 1 Bedroom 1 Bathroom Apartment (a part of Hillside Terrace Apartments (website: <https://www.dwellingsllc.com/hillside-terrace/>))
- i. Description: Large complex of 1 bedroom apartments south of campus.
 - ii. Amenities: In-unit washer and dryer; water, sewage, trash, recycling, and internet included in rent.
 - iii. Monthly Rent: \$955, as of Dec. 2023.
 - iv. Monthly Utilities: \$60-90 combined gas and electricity.
 - v. Campus Access: ~20 minute walk to the Biology Building. Short walk to the 1 and 7 bus lines.

2. East Side

- a. Park Doral Apartments (website: <https://www.crerentals.com/bloomington>)
- i. Description: Large complex of 1-3 bedroom apartments east of campus.
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
 - iii. Monthly Rent: \$699 for studio, \$845 1 bedroom, \$914-1,054 for 2 bedroom (\$450-525 per person), \$1,179 for 3 bedroom (\$393 per person), as of Dec. 2023.
 - iv. Monthly Utilities: \$50-100 for electricity and gas in 1 bedroom apartment.
 - v. Campus Access: ~25 minute walk to the Biology Building. Short walk to the 9 bus line.
- b. Woodbridge Apartments (<http://www.woodbridgeapt.com/>)
- i. Description: Large complex of 1-3 bedroom apartments and townhomes east of campus.
 - ii. Amenities: Washer and dryer connections; water, sewage, and trash included in rent.
 - iii. Monthly Rent: ~~\$739-829 for 1 bedroom apartment, \$839-939 for 2 bedroom apartment (\$420-470 per person), \$959 for 2 bedroom~~

- ~~townhome (\$480 per person), \$1049 for 3 bedroom townhome (\$350 per person).~~
- iv. Campus Access: ~40 minute walk to the Biology Building. Short walk to the 6 bus line.
- c. Meadow Park Apartments (<http://www.meadowpark-aps.com/>)
- i. Description: Large complex of 1-2 bedroom apartments east of campus.
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
 - iii. Monthly Rent: from \$985 for 1 bedroom, from \$1085 for 2 bedroom & 1 bath (\$542 per person).
 - iv. Monthly Utilities: \$40-90 for electricity in a 1 bedroom apartment.
 - v. Campus Access: ~50 minute walk to the Biology Building. Short walk to the 6 bus line.
- d. Townhomes in Stella Ridge
- i. Description: Neighborhood of 2-3 bedroom duplexes southeast of campus.
 - ii. Amenities: Most units include washer and dryer; sewage and trash included in rent.
 - iii. Monthly Rent: ~~\$1150-1250 for 2 bedroom (\$575-625 per person), \$1250-1350 for 3 bedroom (\$625-675 per person).~~
 - iv. Monthly Utilities: ~\$175 for water and electricity in a 2 bedroom duplex.
 - v. Campus Access: ~60 minute walk to the Biology Building. ~10 minute walk to the 6 bus line.
- e. Townhomes and duplexes in Oaklawn Park
- i. Description: Neighborhood of 2-3 bedroom townhomes and duplexes southeast of campus.
 - ii. Amenities: Most units include washer and dryer; water, sewage, trash, lawn care, snow and trash removal included in rent.
 - iii. Monthly Rent: ~~\$1000-1200 per month for 2 bedroom townhome (\$500-600 per person), \$1150-1400 for 3 bedroom townhome or duplex (\$375-467 per person).~~
 - iv. Monthly Utilities: \$120-180 for water and electricity in a 2 bedroom townhome.
 - v. Campus Access: ~60 minute walk to the Biology Building. Short walk to the 5 bus line.
- f. Fountain Park Apartments (website: <http://www.fountainpark-aps.com/>)
- i. Description: Large complex of studios and 1-2 bedroom apartments east of campus.
 - ii. Amenities: On-site laundry; water, sewage, and trash included in rent.

- iii. Monthly Rent: from \$1050 for 1 bedroom, from \$1175 for 2 bedroom (\$588 per person).
- iv. Campus Access: ~40 minute walk to the Biology Building. Short walk to the 6 bus line.

g. The Monroe Apartments (website: <http://themonroeliving.com/>)

- i. Description: Large complex of 2 and 4 bedroom apartments southeast of campus.
- ii. Amenities: In-unit washer and dryer; water, sewage, trash and cable included in rent.
- iii. Monthly Rent: \$785/person for 2 bedroom, \$645/person for 4 bedroom.
- iv. Campus Access: ~45 minute walk to the Biology Building. Short walk to the 3, 9, and 9L bus lines.

3. West Side

a. Hilltop Court Apartments (website: <https://www.dwellingsllc.com/hilltop-court/>)

- i. Description: Large complex of 1-2 bedroom apartments southwest of campus.
- ii. Amenities: In-unit washer and dryer; water, sewage, trash, and internet included in rent.
- iii. Monthly Rent: \$770-830 for 1 bedroom, \$1090-1110 for 2 bedroom (\$545-555 per person).
- iv. Monthly Utilities: \$80-100 for electricity in a 2 bedroom apartment.
- v. Campus Access: ~40 minute walk to the Biology Building. Short walk to the 4 bus line.

b. Canadian Apartments (website: <http://www.cspropertymanagement.com/>)

- i. Description: Small complex of 1 bedroom apartments southwest of campus.
- ii. Amenities: On-site laundry; water, sewage, and trash included in rent.
- iii. Monthly Rent: \$535.
- iv. Monthly Utilities: \$30-60 for electricity.
- v. Campus Access: ~15 minute walk to the Biology Building. Short walk to the 1 and 7 bus lines.

(D) Property management companies in Bloomington

1. Apartments

Elkins Apartments: <https://elkinsapartments.com/properties/>

Facilitech: <http://facilitech.net>

Fox Bloomington: <http://www.foxbloomington.com/>

Grant Properties: <http://grantprops.com>

2. Townhomes and single-family homes

Omega Properties: <http://omegabloomington.com/>

Cream and Crimson Properties: <http://www.creamandcrimsonproperties.com/>

Jamar Properties: <https://www.jamarproperties.com/>

Chickering Rentals: <http://www.chickeringrentals.com/>

Sarge Rentals: <https://www.sargerentals.com/>

Deckard Homes: <http://www.deckardhomes.com/>

Bryan Rentals: <http://www.bryanrental.com/>

Orion Properties: <http://orionmanagementbloomington.com/>

Pavillon Properties: <http://pavprop.com/>

(E) Other resources

- The Graduate and Professional Student Organization (IU GPSG) has a housing website (website: <https://gpsg.indiana.edu/resources/Housing/index.html>) that was designed specifically with graduate students' needs and budgets in mind and will give you information on prices students typically pay for housing in Bloomington.
- IU Student Legal Services (website: <https://getlegal.indiana.edu/about-us.php>): They can help you read over any lease and associated policies (whether you've already signed it or not). They recommend seeing them before you sign, but will help you decipher it even if you have already signed it.
- Bloomington Housing and Neighborhood Development (HAND) (website: <https://bloomington.in.gov/housing/rental-complaints>): you can file complaints as a renter to HAND for the city to investigate
- Housing4Hoosiers: maintains a handbook of your legal rights as a renter.

(F) Furnishing your apartment & appliances

Furnishing an apartment after a move can be quite expensive if you're buying new furniture. Here are cheaper options:

- Habitat for Humanity ReStore: sells used furniture, appliances (including washing machines, dryers), tools and construction materials. It is located at 850 S. Auto Mall Road, near College Mall Kroger.
- Goodwill: Bloomington has two Goodwill thrift stores, one on the East side of town (512 S College Mall Rd) and one on the West side of town (1284 Liberty Dr). There you can get used furniture, clothes, small appliances, books, cutlery, dining ware, etc.
- Salvation Army: Bloomington has a Salvation Army thrift store (115 N Rogers St.), but generally has much less of a selection than Goodwill or ReStore, and has a [history of being anti LGBTQ+](#).

- [Facebook Marketplace](#): year-round, you can find a whole range of used things for sale.
- [IU Classifieds](#): year-round, you can find a whole range of used things for sale. You'll need to login with your IU credentials.
- [IU Surplus Store](#): sells things bought by IU that the University is getting rid of. They sell furniture, projectors, computers, lab equipment, bicycles, books, clothes, etc.
- Salvage & Co.: sells new furniture at a very large discount, there is an [Indianapolis location](#) and a [Fishers location](#). New items and sales are frequently posted on their Facebook pages ([Indy Fishers](#)).

Once-a-year sales or events:

- [Hoosier 2 Hoosier](#) (H2H): this once-a-year sale (before the start of the fall semester) is a great opportunity to buy very cheap furniture (if you arrive early, wait in line and pay the entry fee), or buy clothes, electronics, board games, office supplies, kitchen-ware, etc. (if you go in later for free).
- For international students: [Bloomington International Students Ministries \(BISM\)](#) holds a yearly international student furniture give-away (before the start of the fall semester), usually reserved to new students. It has recently changed to accepting returning international students as well.

2. Parking and transportation

(A) Parking

Buying a parking permit

Parking permits can be bought from Parking Operations: <https://parking.indiana.edu/>

You have access to purchase an EMS/EMP permit once confirmation of your employment with IU has been received. [EMS \(standard\) and EMP \(premium\) must be purchased per semester](#). EMP passes can park in any lot that is labeled either EMS or EMP. EMS passes can only park in EMS lots. Here is [a map of the parking options](#) available around campus.

Atwater parking lot (behind Optometrist) is EMS/EMP parking.

Atwater garage (behind Alpha Phi & Kappa Kappa Gamma) is EMP only.

The parking lot behind the School of Music Practice Building is EMP only.

Note that there are also 2 and 3-person commuting permits available.

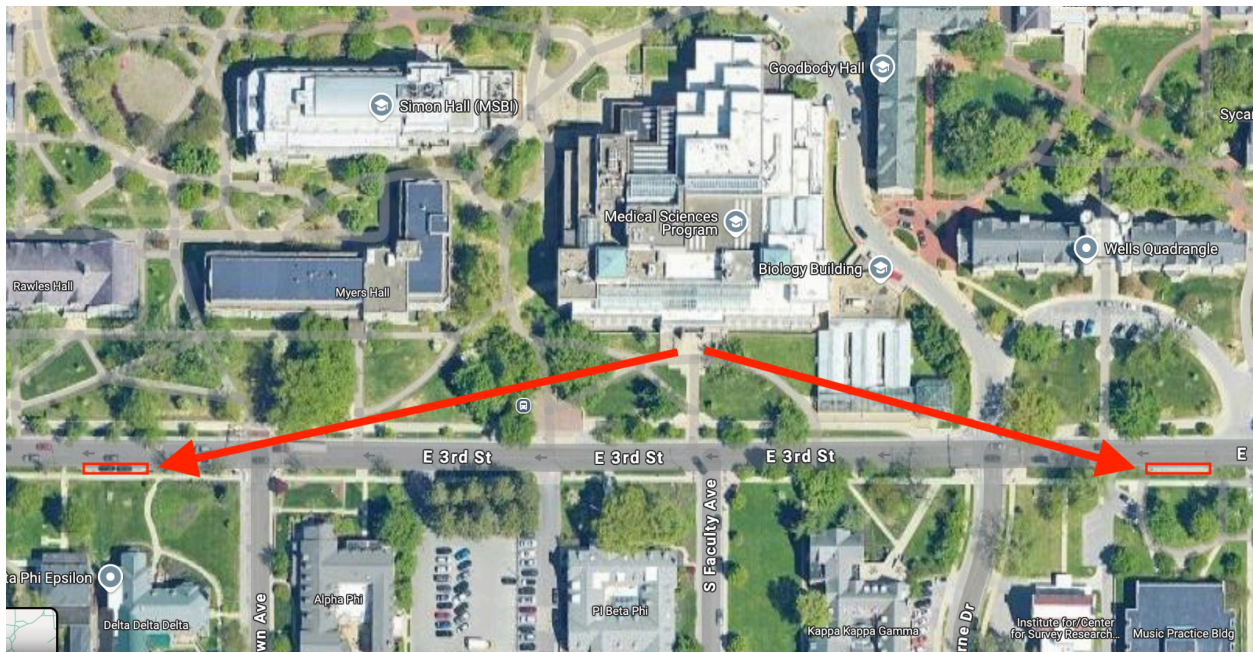
Other types of parking permits

You can register for a free [Hoosier Commuter Club parking pass](#); it gives you free parking in garages after 5pm and 12 free one-day passes per semester. Sign up in the parking pass portal.

Parking without a permit

If you do not want to buy a parking permit, there is free day-parking at Bryan Park, and several of the streets in that area that do not require city parking stickers (check for signs posted along the sidewalks to see if parking is prohibited). If you park in a neighborhood near campus, you may be fined (~\$35 for first offense). However, in many of these areas you can park there after 5pm and on weekends (check the signs!).

If you need to load/unload your car in the roundabout between Biology and Goodbody Hall, someone must remain with the vehicle to ensure you do not get a ticket. There has been a rise in the number of people getting ticketed for parking here (even just for a couple minutes) and each ticket is \$50. There are also a few free 15 minute parking spots along 3rd St:



You can pay by the hour to park in the garages. Be aware that parking for a full day is over \$30 (amount varies- check the garage signs). Also, you can't leave your car overnight; tickets are given for cars that remain in the parking lot the next morning. When there is no one staffing the gatehouse, garage gates are open. The gatehouse at the Atwater Garage is usually unstaffed after 7pm and on holidays. The garage is open to the public (free) on Saturdays and Sundays.

(B) Biking

- [Register your bike!](#)
It costs \$10, needs to be done one-time per bike, and can be done online or in-person. It prevents ticketing and impoundment, can help recover your bicycle if lost or stolen (you'll need to provide the make, model, and serial number), and identify you in case of an accident.
- Ballantine hall now has a covered [Ballantine Bike Hub](#), which can be accessed for free using your CrimsonCard.

- Enclosed bike lockers can be rented for \$25 per academic year, there are also covered bike racks in parking garages and (uncovered) bike racks near most buildings.
- If you're planning to bike (or walk) the majority of the time, you should join the [Hoosier Commuter Club](#), which provides 12 free EM-P passes per semester.

3. Health insurance

(A) Typical insurance – general:

Enrollment in insurance plans for domestic graduate students are automatic, unless waived. You may need to “activate” your access to certain plan benefits by logging in to the Anthem/Cigna website (using the info provided by mail ~1 month after insurance begins). This allows you to find in-network providers, order prescriptions, and more. It is always a good idea to double check that your provider is in-network, as things continually change (especially when your funding changes; for example, your dentist may be in network when you are an SAA, but not when you are on fellowship).

When students are "SAA" (Student Academic Appointee – AI, RA on a US grant Training grant), they are usually covered by "[Graduate Appointee](#)" insurance through Anthem Blue Cross/Blue Shield. This insurance plan is University-negotiated with Anthem. Through the link provided, you can learn more about your medical (including mental), dental, and life insurance options.

There is also a [Student Insurance Coordinator](#) on campus for the Anthem plan who may be able to help with questions.

(B) Insurance plan if you are not a Student Academic Appointee:

Some international students will be on a slightly different plan on Anthem:

<https://ois.iu.edu/living-in-the-us/health/insurance/iu-international.html>

Students on Fellowships are covered under a separate insurance plan, through Anthem Blue Cross/Blue Shield. This applies to any students where the bulk of your pay is through a Fellowship. If you are a part-time student, this is \$3,718+ and enrollment in 6 credit hours. The plans differ in two major ways:

- Fellowships are administered on a semesterly basis, and require enrollment in 6 credit hours, while GA-ships are administered by fiscal year (August 1- July 31). This difference has more administrative implications than practical implications, but it is something to be aware of when switching between Fellowship and GA.
- Dental insurance is through a different provider for Fellowship students (Cigna). You must go online to print a Dental Insurance Card, and keep a separate card (GAs have one card for both insurances).

(C) Medical Plan and Benefits

- GAs and Fellowship students benefit from comprehensive coverage for all standard appointments
- In-network preventative* services are covered at 100%
 - This includes preventative services like vaccines and screenings, but also most birth controls
 - *preventative care has a specific medical definition. Anthem describes what constitutes preventive care on their [website](#).*
- Copays and Coinsurance rates go towards an annual out-of-pocket maximum. For most students, this maximum is \$2,000 annually. There is no deductible.
 - Any charges (that are covered) in excess of this annual \$2,000 are reimbursed or are free at the time of service.
 - This maximum resets each year, on January 1.
 - If you switch from GA to Fellowship or vice versa, this limit should follow you (but contact HR to ensure it does, or if you have any questions!)
 - This Maximum does not include out-of-network expenses. The out-of-network limit is \$4,000.
- There are no limits or exclusions for pre-existing conditions
- Anthem PPO network (available via their website) provides full network benefits in-network, and partial benefits out-of-network
 - For international incidences, keep your receipts for reimbursement at the in-network rate
- Some elective procedures (eg: LASIK) are available at a discounted rate, but this is negotiated directly between the insurance provider and the doctor's office
- Anthem has an Anthem Anywhere app, which allows you to access an electronic ID and benefits summary, and to view claims on your phone. It also helps find a doctor.
 - There are multiple apps, use the one that says "Sydney". It requires your Anthem ID number
- Our insurance also has a 24/7 nurse line, which allows us to ask non-emergency medical questions to nurses on-staff.
 - Separate but related: We also have the ability to make Telemedicine appointments, with a doctor who can diagnose or prescribe via smart device. Not recommended for regular care, and \$49/visit (not as part of yearly maximum!).
- Starting 2023: all IU insurance plans, including those for grads, will cover travel expenses for medical procedures not covered within 100 miles of travel in Bloomington or Indiana

Benefits summary

	In-Network you pay	Out-of-Network you pay
<i>Annual deductible</i>	\$0 individual/ \$0 family	\$500 individual/ \$1,000 family

<i>Out-of-Pocket Maximum</i>	\$2,000 / \$4,000	\$4,000 / \$8,000
<i>Primary Care Office Visit</i>	\$25	50%
<i>Specialist Office Visit</i>	\$35	50%
<i>Inpatient Admission</i>	\$200	50%
<i>Emergency Room</i>	\$150 (copay is waived if admitted)	\$150 (copay is waived if admitted)
<i>Urgent Care</i>	\$50	50%
<i>Diagnostic X-ray Services</i>	20%	50%

(D) Mental Health

- CAPS (Counseling And Psychological Services):
 - Every student gets two free [CAPS](#) visits each semester through the mandatory health fee (i.e., if you are G-901, you do **not** have free sessions). Your first-ever visit is a free half-hour assessment and informational session (and does not count towards the two free sessions) and subsequent sessions are hour-long. After your two free sessions, each hour-long session is a \$35 copay with the Anthem plan. Half-sessions are \$25 (**Note** that in-network copays are usually \$25 for full sessions outside of CAPS).
 - If you are concerned about your ability to afford the copayments, please bring that up to your CAPS counselor because you could submit a CAPS Fee Reduction Form.
 - There are also [group counseling options](#) that are specific to graduate students.
 - During COVID, group counseling has changed from the previous options to a subset of support groups.
 - Virtual visits are also available: when scheduling a visit, they will ask if you prefer an in-person or telehealth appointment
- Some places around town provide counseling services, and accept our graduate insurance (call to verify). For example, one that has been recommended by a few students: <https://centerforsomatichealing.com/>
- Telehealth may be covered by your insurance plan, but *only* if you and your provider are in Indiana. Ask if your regular therapy session is covered by your insurance (CPT billing code 90837, insurance code for 53 minutes, because they don't bill by the hour), with a location code of 2 (location code 2 for online therapy). If the agent you are speaking with says yes, please ask for the person's name, employee number, and which article or section of your plan says you are covered (this is for your benefit, as insurance companies do not always correctly quote benefits).

- Here is a potentially helpful (free) online module, that has been well researched, and is helpful to some: <https://palousemindfulness.com/>
- The [IU Employee Assistant Program \(IUEAP\)](#) offers free counseling for graduate students who are SAA (AI, RA, most fellowships) beyond CAPS offerings
 - Confidential phone counseling available 24/7
 - If this program refers you for additional, in-person (or [virtual](#)) mental health services, Anthem covers 6 appointments free per year per presenting issue (in addition to the 2/semester allowed by CAPS)
 - From the program: **You should not wait for an emergency to use this program.** Initial assessment may not be immediate (but can be, **call 1-888-881-LINC (5462) for immediate scheduling**).
 - Sessions can additionally be with a local provider, upon referral by the EAP program, which they should offer to you at assessment.
- The [Center for Human Growth](#) also provides counseling services. It provides training for graduate student therapists.
- [IU Behavioral Health](#) offers psychiatric consultations, medicine evaluations, and therapy sessions that are partially covered by our health insurance.
- The [Anthem website](#) can be used to find mental health providers covered by the plan; you can filter by area of expertise as well as a number of other factors you may be interested in. Login with your credentials, and then click “find a doctor”.
- Psychology Today also has a [tool to find providers](#); you can filter by insurance plan and a variety of other factors.
- The [Mental Health First Aid](#) program provides a skills-based training course about mental health and substance abuse. GCDB graduate student Allie Smith is working to bring a Higher Education Certification program to IU. If you are interested in becoming certified, e-mail Allie at ajs15@iu.edu.
- All students now have free enrollment in [TimelyCare](#), which provides a variety of no-cost services, including telehealth counseling

(E) Prescription Coverage

- GA/SAA are automatically covered under CVS Caremark (should arrive with your insurance information)
 - Most pharmacies (except Walgreens) are in-network
 - Since CVS administers the plan, CVS is the most convenient if you’re frequently switching between the SAA and Fellowship plans; CVS will automatically have your updated information in their system, whereas even the IU Student Health Center will need your new card every time you switch
- Fellowship Students are covered under the Anthem Rx plan, and should use [Anthem.com](#) to find pharmacies. Most pharmacies in-town should be in-network.
- New students on long-term medications should contact Anthem for information about brands and coverage.

Prescription drug copays

	In-Network Pharmacy	Mail Order
<i>Generic</i>	\$8	\$20
<i>Preferred Brand</i>	\$25	\$62
<i>Non-Preferred Brand</i>	\$45	\$112

- Specialty medications must be filled through mail order.
- Retail drugs at out-of-network pharmacies are 50% plus charges above the allowed amount; out-of-network mail order is not covered.

(F) Dental care

- If you are covered by Anthem, you have dental insurance.
 - Two annual cleanings covered at 100%
 - Basic and Major procedures are covered at 50% cost.
 - \$500 coverage limit, annually.
 - If you need more dental work done than is covered by our insurance, you will need to pay out-of-pocket. To limit out-of-pocket costs, you can go to the [IU Dental School](#) in Indianapolis, which costs much less than private practices. The IU Dental School is technically out-of-network, but their prices are almost always within the amounts covered when using out-of-network dentists meaning things are still covered at 50%.

Local in-network dentists that some students have been to and recommend:

- [Create a Smile, P.C.](#)
- [Southern Indiana Smiles](#)

(G) Vision care

Graduate students are covered under Blue View Vision under Anthem.

In-Network benefits:

- One routine eye exam every 12 months with \$20 copay
 - An exam explicitly for contacts costs more and is required if you want a prescription for contacts
 - Contact lens exam is \$60-\$100 out-of-pocket at Atwater
- Discounts for lenses and/or frames or contacts every 12 months
 - As of 2023, the discount for contacts may only be used on conventional (non-disposable) contacts; disposable (daily/monthly/etc) are not covered.
- Annual discount on contacts and glasses.
- In-network providers include:

- IU School of Optometry; the [Atwater Eye Care Center](#) (located across from the Biology Building) is in-network. Since this is a teaching center, exams often take longer, but tend to be thorough, and up-to-date on research and tech. A potential downside is that you are seen primarily by optometry students (but all exams are double-checked by a doctor); however, sometimes extra eye exams are billed as “medical,” so it will be covered by our insurance.
- LensCrafters
- Pearle Vision
- Sears Optical
- Target Optical
- 1-800-Contacts
- And many independent eye care professionals

(H) Health insurance for dependants

Adding dependents on the Anthem plan is very expensive; it is slightly cheaper on the Aetna plan. A more affordable option for children is available through Indiana Medicaid: there is a plan called [Hoosier Health](#) that covers children (up to age 19) and pregnant women. If your income is too high to qualify for premium-free Medicaid, you can still apply for the [Children's Health Insurance Program](#) (CHIP), which has a low monthly premium.

(I) Parental Health Insurance FAQs:

For additional resources for parents, see sections [8\(B\) Accessibility and Inclusivity of Biology Facilities](#), [11\(C\) Biology Resources For Parents](#), [13\(A\) Campus Maternity/Paternity Resources and Parental Leave](#), and [24\(A\) Links for Parents in Bloomington](#).

- ***What can I expect to be covered during and after pregnancy?*** Maternity is covered as any other medical condition and will be subject to the same deductible and out of pocket maximums. Please see your medical plan summary for details.
 - [Als/RAs](#)
 - [Fellowship Recipients](#)
 - [International Students](#)

These links are likely to be updated every year by IU Human Resources. If it is not updated on this document, please visit the IU Human Resources: Benefits website [here](#) for more information.

- ***My spouse is pregnant; can I add them to my insurance plan?*** Yes, you can add your spouse to your plan during open enrollment or when your spouse loses other coverage by contacting the Student Insurance Specialist at studenthc@iu.edu. (Excerpts from IU Human Resources [Website](#)). Like with children though, this option may be cost prohibitive to most graduate students. It costs (Nov '23) \$918.71 / month to add a spouse to a graduate insurance policy (details [here](#)). An alternative option might

be to consider enrolling in [Hoosier Healthwise package A](#), a premium free health insurance plan for children and pregnant people who fall below certain income requirements. For 2023 the income limit for a family of 3 (including the unborn child) was \$4,414 / month. Family size is based on the tax household, including the unborn child(ren). If you do not file taxes, the household includes the pregnant individual, their child(ren) (biological, adopted, and step), their unborn child(ren), and their spouse, if married. These income standards are effective March 1, 2023.

- ***I have a child; can I add them to my insurance plan? If yes, how? (Answers by EEB graduate students Erik Parker and Neko Juers, 2019)*** Yes, and details on eligibility of dependents and how to add them to your coverage can be found [here](#). However, it can be very expensive to add dependents to graduate student insurance through the university: \$581.99 / month for medical, and \$28.74 / month for dental insurance. So, \$610.73 per kid, per month to add them to our graduate insurance (as of 2019). Alternatively, one can use the [Hoosier Healthwise](#) (Medicaid) that costs around \$50 a month for two kids. Income eligibility requirements for this program can be found [here](#). As of 2019, families whose combined income is below the eligibility cutoff of \$3,699 / month (for a family of 3). Typically, most EEB graduate students should qualify for this program unless their partner has a higher earning job. Further, anyone enrolled in Hoosier Healthwise is also eligible for the Indiana Access Pass program. This allows for greatly reduced admission to museums like the Indianapolis children's museum, and Wonderlab for all immediate members of the enrolled child's family (more details [here](#)).

For additional child care resources, see Section about [health insurance for dependents](#), [maternity/paternity resources and parental leave](#), [Campus resources for parents](#), [Biology Department resources for parents](#), and [links for parents in Bloomington](#).

(J) Other Health Insurance Notes

- Graduate students typically have life insurance through Anthem, with a \$20,000 benefit. To inform the university of your beneficiary, contact HR.
- We are eligible for Emergency Travel Assistance
 - 24-hour support, with evacuation and repatriation available
 - Bail bonds and emergency travel funds
 - Found on Anthem's website under life insurance, at the bottom of the page. You must print the card for proof of coverage.
- (Per GPD email, 10/23/22) Health insurance coverage for travel for any medical procedure not offered within 100 miles will be offered on all insurance plans - so, the faculty/staff insurance, SAA insurance, and fellowship insurance. This includes reproductive healthcare procedures that are or may be difficult to receive in Indiana (E.G.: abortion). Confirmed with HR rep at the time.
- We are eligible for [COBRA coverage](#) up to 60 days after leaving IU. Good for transitional purposes.
- IU employees (GA's) are eligible for a 457(b) retirement plan.

- Contributions are solely by the graduate student, not IU.

4. Description of Mandatory Fees and SRC access:

(A) Mandatory fees:

All IU students are to pay five mandatory fees, which you can read about [here](#). These describe 'what', but not 'why'. However, if you are off-campus for a semester, these fees can be waived. As of 10/2022, these fees are paid by the Department, conditional on your employment as an SAA or RA.

(B) IU Student Recreational Sports Center (SRSC) summer or G-901 access:

Students can pay \$29.50/month for SRSC access during the summer months (or terms where you are G-901), when you are not paying the activity fee. This is as of 2023, check [here](#) for updates. Go there in person, fill out a form, and pay at that time. With documentation, they can prorate the fee (e.g., if you are here for only part of the summer).

5. Help with Taxes

We cannot give specific tax advice. This section is intended to point students in the direction of resources that can provide professional advice.

- The [Volunteer Income Tax Assistant \(VITA\) program](#) is run by the IU Law School and offers free tax preparation help.
- The VITA is very helpful, but depending on the year, they can be very busy and difficult to be seen. For reference, in 2020, the list of documents required for them to help people was:
 - Valid picture identification for taxpayer and spouse.
 - Social Security Card or ITIN letter and birth dates for taxpayer, spouse and all dependants.
 - All W-2s, W-2Gs, 1099s, and Social Security/Unemployment.
 - If filing jointly, both spouses must be present to sign the required forms.
 - Forms 1095-A, -B, or -C (affordable health care statement).
 - Additional information that may be required:
 - If claiming child and dependent care expenses: the name, address, social security number or EIN (Employer Identification Number) of the provider.
 - If claiming the Indiana Renter's deductions: the name, address and phone number of your landlord.
 - If a homeowner: a copy of your county real estate tax statement.
 - Copies of last year's federal and state tax returns.
 - For direct deposit of your tax refund: you bank account number and bank routing number.
 - All 1098s related to interest on student loans, including 1098-T.
 - Out-of-pocket educational expenses for college.

- Our stipends are low enough that unless you have significant outside income, you qualify for free tax preparation and filing. Links to free software options can be found on the IRS website (<https://apps.irs.gov/app/freeFile/>). *Note: sometimes, the software can be tricky and confusing when dealing with a combination of W2 income (i.e., AI positions) and fellowship income.*

General Information

- Qualified scholarships and fellowships (used to pay for tuition and fees required for courses and enrollment) are nontaxable.
- Non-qualified scholarships and fellowships [received in excess of qualified education expenses, including money that goes toward living expenses (e.g., our stipends!)] are taxable
- 1098-T form is sent to U.S. students - qualified scholarships/fellowships can be found under Box 1, and non-qualified scholarships and fellowships can be found under Box 5
- Qualified education expenses greater than scholarships may make you eligible for certain tax credits, such as [Lifetime Learning Credit](#)
- For international students with non-qualified scholarships, IU is required to withhold a percentage for taxes (14% federal taxes, 3.23% for state taxes as of 2021).
- 1042-S form is sent to international students - use this to complete your tax return!

Tips

- If you are teaching (i.e., Alship), you will have taxes withheld from your paycheck and you will receive a W2 form.
- **When on a federal U.S. fellowship (e.g., NSF, NIH), you will likely need to pay tax estimates every quarter, tax will not be withheld from your payments and failure to do so may result in a fine when you pay your taxes.**
- **When on fellowship with the department or university, your pay is also likely untaxed. Consult HR (shwiging@iu.edu) or University Tax Services.**
- While they are slow to respond, you can send tax questions to University Tax Services at taxpayer@iu.edu.

Tips specifically for international students

- If you are an international student, OIS gives you free access to [SprintTax](#) (TurboTax does not allow for non-residents to use their service).
- Remember that you may have to file taxes in your home country as well as in the U.S. This depends on the country, so you should check!
- Make sure to fill in the Foreign National Information System (FNIS) questionnaire, it helps IU identify if they can apply tax treaties with your home country.
 - For a complete list of tax treaties, check the [IU Financial Management Services website](#).

6. Graduate and Professional Student Organizations:

(A) Indiana University Graduate and Professional Student Government (IU GPSG)

The [IU GPSG](#) strives to make IU a better place for graduate students and provides a voice through policy advocacy. The GPSG also offers travel grants and research grants annually (see [section Grants and Fellowships](#)). Biology currently has one representative on GPSG:

- Justin Bryant, bryanju@iu.edu

(B) Evolution, Ecology, and Behavior Organization Representing Graduate Students (EEB ORG)

Mission Statement: the EEB ORG is a student-run organization that advocates for the EEB graduate student body and serves as a liaison between faculty, staff, and students.

Furthermore, the EEB ORG fosters community and promotes the intellectual development of EEB graduate students in the Department of Biology at Indiana University.

Contact: iu_eeb_reps-l@list.indiana.edu

Current EEB ORG members (last updated fall 2023):

Katie Talbott (Ketterson lab, she/her) kmtalbot@iu.edu

Mackenzie Caple (Lau lab, she/they) mcaple@iu.edu

Turner DeBlieux (Hall lab, he/him) tdeblieu@iu.edu

Timothy Biewer-Heisler (Moyle lab, he/him) tbiewerh@iu.edu

Young Oh (Phillips lab) ohyou@iu.edu

Anna Werkowski (Reynolds lab) awerkows@iu.edu

Josie Fornara (Rosvall lab, she/her) jfornara@iu.edu

(C) Microbiology Graduate Student Association

Contact: mgsa@iu.edu

Current MGSA members (last updated spring 2021):

Caroline Dunn (Kearns lab) dunnncaro@iu.edu she/her

Max Garcia (Danthi lab) maxigarc@iu.edu he/him

Olivia Sheff (McKinlay lab) ofsheff@iu.edu she/her

Nicole Stark (Hardy lab) nikstark@iu.edu she/her

Kaitlin Doucette (Patton lab) kkdoucet@iu.edu she/her

(D) GCDB Graduate Student Association

Contact: ggsaatiu@gmail.com

(E) Bio-LGBTQ

7. Travel and Conferences:

All students traveling on University business are responsible for and required to meet IU travel guidelines, found [here](#). If you have questions (ideally) before travel, contact rsalerno@iu.edu: he would rather help you figure it out than clean up a mess.

** There may be COVID restrictions and guidance for travel, check [here](#).*

(A) Chrome River System for Travel Pre-Approval and Reimbursement

The IU travel system, called Chrome River, is accessible through One.IU. All travelers are required to submit a travel pre-approval request in Chrome River. Please review the [instructions and tutorial videos](#) available in Chrome River. Grad students have the ability to initiate Chrome River documents but may not be able to submit them if they are not currently being paid through IU Payroll. If you find this is the case, please let Ryan Salerno (rsalerno@iu.edu) know when the document is ready for submission and he will submit it for you.

- **IU Travel Reimbursement Policy:** Travelers (employee and non-employee) will have 120 days from the return date of their trip in which to submit travel reimbursement claims. Reimbursements submitted after this 120 day period will be considered taxable income. After 360 days from the return date of the trip, there will be no reimbursement.

(B) Prepaying Flights and Lodging:

Travelers have the option of prepaying flights and lodging (directly billing to an IU account) by using Egencia. **Do not use a lab P-card to prepay travel expenses like airfare and lodging!** To register, please use the link for instructions. You will need your employee id number, IU account number to charge and Biology Department code 'Bi' for billing purposes.

- IU [Egencia](#)
- You may also use one of IU's designated travel agencies. Be sure to tell them you're with IU Biology and wish to do direct billing. You will need to provide them with your employee id number:
 - Altour
 - Email: indycorp@altour.com
 - # 888-831-7421
 - Ask for Zhanna Teplitsky if she's available, otherwise anyone can assist.
- The link above will get you started, and the '[traveling](#)' page also has more information.
- You can also use grant accounts to rent cars for travel from [Fleet Services](#) (these are great for field work, too!).
- Sometimes, conferences offer options for attendees to stay in dormitories for a reduced cost. **You cannot prepay these reservations using IU travel or a p-card.** But, you can

get reimbursed later as long as your funding source is able to reimburse you for this kind of cost (ask your PI, or whoever is covering your cost of travel).

(C) Out of Pocket Expenses

Flights, lodging and registration may be paid out-of-pocket. Itemized receipts should be obtained and submitted for reimbursement through a Chrome River expense report. All out of pocket receipts must wait until after the trip has concluded to be reimbursed. Each traveler is responsible for his/her/their own expenses. Do not pay expenses for other travelers, unless cleared with [e.g.: Ryan Salerno].

- **Conference fees:** You may be able to use your lab's p-card to pay for some conference fees in advance (ex: conference registration fees). Submit the receipt(s) (promptly!) with a [reimbursement form](#) per the instructions. Contact Beth Ivey (bethivey@iu.edu) if you have further questions about using p-cards for conference fees.
- **Meal receipts:** You do not need to save meal receipts. You may claim per diem, which **requires an accompanying itemized lodging receipt**. If you are claiming per diem and lodging is paid by another source, you will need to provide an explanation on your Chrome River expense report and include the name, address and phone number of where you stayed.
- Please save all taxi, shuttle, etc. receipts and submit them for reimbursement through Chrome River.

For some suggestions for travel grants, click [here](#) and scroll down to 'Travel Awards'.

(D) Conference recommendations

- Ecology
 - [ESA](#) (national)
 - MEEC (small regional conference run by grad students)
 - Society for Ecological Restoration (regional)
- Evolution
 - MEEC (small regional conference run by grad students)
 - [Evolution](#) (national)
- Behavior
 - [Neuroscience](#) (annual meeting run by the Society for Neuroscience), usually held in late October or November.
 - [SBN](#) Usually held (annual meeting run by the Society for Behavioral Neuroendocrinology), usually held sometime between June-early August.
 - [Behavior](#) (annual meeting run by the Animal Behavior Society), usually held in July or August. Abstracts are usually due by the middle of March.
 - [SICB](#) meeting is usually held the first week in January (annual meeting run by the Society for Integrative and Comparative Biology), usually held in the first week of January. Abstracts are usually due in late August.

- [Animal Behavior Conference](#) (annual meeting run by IU's Center for the Integrative Study of Animal Behavior), usually held in late March. Abstracts are usually due sometime in February.

For information about Health Insurance coverage while traveling, refer to [2\(C\) Medical Plan and Benefits](#), [2\(J\) Other Health Insurance Notes](#).

8. Advising and Career Development:

(A) Mentoring Resources:

- At IU:
 - [College of Arts and Sciences Mentorship Guidelines for Students and Faculty](#)
 - [Guidelines through Graduate Faculty Council for Mentees](#)
 - The IU EEB Graduate Student Guide has an Appendix with programmatic policy for Mentoring and Advising (page 24 of [the PDF](#)).
- Other:
 - Science Careers [MyIDP](#)
 - Science Career [job search](#)

(B) Support for career advising outside of academia:

- [Katie Kearns](#) is the Assistant Vice Provost in the University Graduate School for Student Development. Katie collaborates with academic programs, campus offices, and student organizations to support the professional development of graduate students and postdoctoral trainees on the IU Bloomington campus and directs the Office of Postdoctoral Affairs. Specifically, she cultivates networks and resources that promote: the retention and degree completion of graduate students; skill development in scholarly/creative activity, teaching, and responsible and ethical practice; and preparation for careers in a variety of post-degree professions.
- The [Walter Center for Career Achievement](#) may be useful. The center offers one-on-one career coaching to graduate students in the College of Arts and Sciences. These coaching appointments include services such as composing and editing CVs, resumes, and cover letters; the “what kind of career is right for me?” discernment process; how to conduct industry research; and job search strategies for outside academe.
 - Services offered by the Walter Center
 - One-on-one Career Coaching
 - By appointment
 - Open to all Grad students in the College of Arts & Sciences
 - Topics
 - What kind of career is right for me?
 - Job search strategies for non-academic roles
 - Application materials (CVs, resumes, cover letters)
 - Etc.
 - Grad Career Fair Prep
 - Develop strategies for the Fair (Winter Career Fair 2020)

- Workshop application materials
- Practice “Elevator Pitch”
- Networking events with employers
- Industry Panels
 - Panels scheduled throughout the year with industry recruiters and grad students who have successfully transitioned from academia
 - Panels cover humanities, STEM, and social science disciplines
 - Topics include: Networking, transferable skill building, work/life balance, etc.
- The [Center for Innovative Teaching and Learning](#) (CITL) provides great resources and guidance for those wanting to develop teaching portfolios, etc.
- The Kelley School has a [Business of Life Sciences](#) executive certificate program out of their [Business of Life Sciences Center](#), which is great for networking with people in the life sciences industry. Some Biology students have met with [Marcia Debnam](#) there (a biology-oriented career coach).
- If you are or will be funded through an NSF grant, there is a supplemental funding opportunity for non-academic research internships (more info [here](#)). In consultation with the GPD, it is possible that such an internship could count towards some degree requirement (to our knowledge, this has not been done yet, but may be possible).
- Science policy fellow [opportunities](#).

(C) What if your advisor leaves IU & switching advisors

There are multiple circumstances in which a student might consider switching advisors. It's important to note that grad students are accepted directly into the EEB program, and your status as a grad student is not contingent on staying with a particular advisor (see [EEB Graduate Student Guide](#)). If you are experiencing issues with your advisor for whatever reason, or if your advisor is planning to leave IU (and you do not wish to leave the program), here are some steps to help you navigate the situation. The EEB Grad Guide (linked above) also contains an appendix with program guidelines and policies addressing the matter (page 20 of the PDF).

- 1) If you feel comfortable speaking with your current advisor, be sure you are on the same page with them before you begin the process. This is important from a professionalism standpoint. However, if you're in a sensitive situation where you don't feel comfortable discussing this with them, begin by approaching the Graduate Program Director.
- 2) Talk to the Graduate Program Director. They will help lay out the options available to you. These include:
 - a) Staying in the EEB program, but switching advisors.
 - b) If they are moving, move to your PI's new institution.
 - c) Co-supervision. In certain circumstances, this can allow you to be in one institution, but be supervised by someone at a different institution.

- d) Potentially, you could retain your original advisor as an outside committee member
 - e) Finding a different program at IU or elsewhere — remember, some of your coursework will likely transfer.
- 3) If you choose to stay in the program, have a frank discussion with alternative faculty members you would like to serve as your advisor. A good starting point for this is your current committee members, but you are not limited to them.
- 4) Paperwork (again, refer to [EEB Grad Guide](#))

9. Biology as a welcoming place to all:

(A) Some campus resources:

- The Biology LGBTQ+ group has organized a Safe Space training, find associated documents [here](#).
- [Carmen Henne-Ochoa](#) is the Assistant Dean for Diversity and Inclusion in the College and is a great resource.
- Additionally, there is a [Vice President for Diversity, Equity and Multicultural Affairs](#) at the University level.
- IU has various centers on campus to support diversity: [SACNAS](#), [Latino](#), [Black](#), and [LGBTQ+](#) cultural centers; a [Women in Science](#) group.
- [Bias Incident Reports](#) can be submitted when any bias incident (e.g., targeting of any individual based on age, color, religion, disability, race, ethnicity, national origin, sex, gender identity, sexual orientation, marital status, veteran status). This report is filed through the Dean of Students, Division of Student Affairs.
 - More granular information [here](#).
 - In the process of reporting a bias, you are allowed an advocate.
 - The [Student Advocates Office](#) is a resource.
 - Consider communicating with your GPD, DGS, etc.
 - It should be noted that while reporting a bias incident can be important, and is always confidential, it does not itself trigger an investigation into the incident or reprimand to the offending party. Unless the incident constitutes a violation of University Policy or Federal Law, the University is under no obligation to investigate, reprimand, or resolve the issue at all. Exceptions to this are, E.G.: a Title IX violation (as part of federal law).
 - If you are seeking resolution, consider contacting the Department Ombudsperson, the Graduate Program Director or Director of Graduate Studies, or potentially the direct report of the violator (E.G.: if an instructor of record committed a bias against an AI, potentially the Director of Undergraduate Studies could be a good resource).
- [Sexual violence office](#)

(B) Accessibility and Inclusivity of Biology Facilities:

- Gender Neutral Restrooms
 - BB 013 (basement)
 - BB 1st floor, across from cold room/elevator near the SE corner of the building
 - The restrooms in the research wing on the 2nd floor of Myers are gendered, but are single-occupant
- Shower Cubicles: Women's BB A095A, and Men's BB A096A.
- Lactation Room (closest to Biology Building): The Department of Biology has designated Myers Hall 060 as a lactation room. The room is private, clean, and open for use by department members and guests. It is equipped with multiple electrical outlets and can accommodate two pumps. If you wish to use the room, contact Dr. Irene Newton (irnewton@indiana.edu) or Dr. Farrah Bashey-Visser (fbasheyv@indiana.edu) to be added to the Google calendar
- Diaper Changing Tables: Women's Restrooms BB 147 & BB A195A (located in a toilet stall in the southwest corner); and Men's Restrooms BB 141 & BB A196A.

(C) Considerations for field work:

- Field work may be more risky for groups that may face elevated public scrutiny (individuals belonging to racial and ethnic minority groups, members of certain religious groups, LGBTQ+ individuals, and disabled individuals), and so you may consider increased care in fieldwork strategies. See more [here](#).

10. For international students

The [Office of International Services](#) can help with questions about visas, traveling outside of the US, and being allowed to re-enter the US. If the need arises (i.e., if you're arrested for something), they can put you in touch with immigration attorneys. OIS can also help find and navigate options for staying in the US after graduation through Optional Practical Training (OPT). Make sure your visa is in order (you will most likely be on a F-1 or J-1 visa).

OIS is located in room 221 of the Poplars Building, 400 E 7th St.

For health insurance information, see [5\(B\) Insurance plan if you are not an SAA](#)

(A) Traveling

Carry your passport and I-20 or DS-2019 (depending on which visa you have been given) with you when leaving Bloomington. If you are planning to travel outside of the US, make sure you can get back into the US before leaving. This usually involves bringing your I-20 or DS-2019 with you and making sure you have a valid travel signature. OIS asks you to request for this signature at least two weeks before your departure, and the signature is valid for one calendar year or until your graduation (whichever comes first).

For F-1 students: <https://ois.iu.edu/visas/student-visas/f1/travel.html>

For J-1 students: <https://ois.iu.edu/visas/student-visas/j1/travel.html>

If you lose or forget your I-20 or DS-2019 and are abroad, they can send you a new one, but you must pay for shipping (often expedited), which is not cheap.

(B) Getting a Social Security Number

If you are a Student Academic Appointee (SAA), you can (and should) get a Social Security Number (SSN), which will be needed for filing taxes. If you are not a SAA, you may need to get an Individual Taxpayer Identification Number (ITIN). However, you will need a SSN when you teach, so you should ask the department to help you get a SSN instead of an ITIN.

The Social Security Administration has the following document:

<https://www.ssa.gov/pubs/EN-05-10096.pdf>

The Bloomington Social Security Office is located at 515 W Patterson Drive and may have weird hours. Perhaps [schedule an appointment](#).

Note: if you acquire a Social Security number during your time at IU, you will need to be in touch with HR to ensure it is added to your existing health insurance account, rather than HR assigning you a new one.

(C) Getting documents translated

You will likely need to get certified translations of original documents. There are local accredited translators, but they can be expensive. A cheaper, but potentially complicated alternative, is for you to write the translation yourself, and then get a professor in a language department at IU to certify the translation. In the case of a driver's license, getting an [International Driving Permit](#) might be cheaper than paying for a certified translation.

(D) Getting a driver's license

If you have an out-of-country driver's license and wish to obtain an [Indiana driver's license](#), you must provide an English translation of your driver's license or your International Driving Permit (the latter may be cheaper to get than a certified translation, but see section above). You must also pass the vision screening, written knowledge examination, and driving skills examination to obtain an Indiana driver's license. When visiting the Bureau of Motor Vehicles (BMV), make sure to bring your passport, your I-20 or DS-2019, and multiple documents for proof of residence (bank statement, utility bill, lease, USPS confirmation of change of address, etc. For a complete list of approved documents, see [this link](#)).

The Bureau of Motor Vehicles (BMV) in Bloomington is located at 1531 S Curry Pike, Suite 500.

(E) Getting an Indiana State ID card

If you're not a driver, you can get an [Indiana State ID card](#) instead. A state ID card is often more practical to carry on your person than your passport and more likely to be accepted, since it is state-issued in Indiana. To apply for an identification card, you must visit a BMV branch and present documents proving your identity (passport should work), Social Security number, lawful

status, and Indiana residency (your I-20 or DS-2019). Check the website link above or call the BMV beforehand to make sure you have all of the necessary documentation before your visit.

(F) Getting foreign tax documents filled

Sometimes, your home country will require forms to be filled out for tax purposes (for example, Canadians need to fill out a TL11A Tuition and Enrolment Certificate). Depending on the document in question, the student services at [Student Central](#) or the Office of International Services (OIS) can fill these out for you.

(G) Staying in the US post-graduation: Optional Practical Training (OPT)

Curricular Practical Training (CPT) is typically processed very quickly.

Look into this before you graduate, for Optional Practical Training (OPT) it can take up to 3 months to be approved. That said, you cannot apply more than 90 days before the proposed start of your OPT. In other words, to be safe you should apply towards the beginning of the 90 days where you are allowed to apply. Processing times vary throughout the year, and if you are lucky, applying one month before the start of your OPT could be enough. That said, United States Citizenship and Immigration Services (USCIS) processing times vary greatly. Applying online is faster than by mail. In planning your OPT, keep in mind that the Office of International Services (OIS) requires several weeks of time to process the different documents making up your application. Therefore, you should start the process with OIS several weeks before your actual planned OPT application date.

As part of the OPT application process, make sure your next institution or employer is enrolled in E-Verify. Some institutions are not enrolled.

OPT lasts for 12 months, but as biologists, we can apply for the 2-year OPT STEM extension. Similar to OPT, you need to apply for the OPT STEM extension at most 90 days before the desired start date of your OPT STEM extension.

OIS has pages about both OPT and CPT: [information about OPT](#), [information about CPT](#).

11. Campus Resources

- [Student Legal Services](#). They may be able to help if you're in legal trouble. If you are G901 you can pay just this fee for access!
- [Center for Innovative Teaching and Learning \(CITL\)](#)
 - Offers workshops and other programs
 - You can work towards a teaching certificate alongside your degree
- [Center of Excellence for Women in Technology \(CEWiT\)](#)
- [Center for the Integrative Study of Animal Behavior \(CISAB\)](#)
- [Environmental Resilience Institute \(ERI\)](#)

- [Grad Mentoring Center](#) has [programs](#) and materials on their [Mentorship](#) page that may be able to provide a starting dialogue with you and your advisor, RE: getting the relationship that you want and getting the most out of your experience.

(A) Maternity/Paternity Resources and Parental Leave:

For information on Health Insurance as it pertains to parenthood, click [here](#). For information on other Bloomington Community resources, click [here](#). For some Biology-specific facilities resources, see sections [\(8B\)](#) and [\(11C\)](#).

- If you hold a College-funded student academic appointment (SAA) (in our case, AI or Ras) of at least 37.5 percent Full Time Employment (15 hours per week) and have completed a minimum of one semester (a minimum of nine credits) in the College, you are eligible for a parental accommodation period up to six weeks only once in your academic career (i.e. if you plan to have a child for the second time in graduate school, you are not eligible for a parental accommodation).
- You must complete this accommodation period within six weeks of the birth or adoption of a child. During the accommodation period, you will continue to receive full support from the College, including the SAA stipend, health insurance, and fee remission (if these benefits were already afforded to you).
- Because summer appointments are discretionary, parental accommodations are not available during summer sessions.
- Academic accommodations: A parental accommodation is not a leave of absence, as you must remain enrolled in at least six credit hours during the accommodation period. However, the accommodation period allows academic flexibility, including extended deadlines and the ability to postpone coursework, exams, and other academic duties. It is your responsibility to work with faculty in your program to determine what academic accommodations can be made.
- Student academic appointment accommodations: The accommodation period provides full release from SAA duties for six weeks. If you hold an instructional SAA, **the College typically will cover the cost of hiring a replacement graduate assistant during a parental accommodation period.** It is the program's responsibility to identify and appoint a replacement instructor. The College will not cover the cost of replacements for non-instructional SAAs.
- More information on applying for parental accommodation can be found [here](#).
- *General Advice:*
 - *(from Dr. Kim Rosvall)* Students should talk with their PI and/or other administrators in the department to see what, if anything, the department can do on a case by case basis. There have been specific examples from the past where people have been given much more leeway from their advisors, who all recognize that 6 weeks for maternity leave may be insufficient, and have found ways to support students for a full semester.

(B) Links to Campus Resources for Parents:

- [Other wellness rooms](#) for nursing mothers on campus
- Indiana University Health offers several '[Free Expectant Parent Tours](#)' (Registration Required) at IU hospitals around Indiana
- [Childbirth education classes](#) at IU to educate expecting parents
- [Breast-pump support](#): Breast pumps are covered by most insurance plans. IU Health Expressions will work with you and your insurance provider to determine your eligibility for a breast pump and file an insurance claim on your behalf. IU Health Expression now offers a rental program where you have the option to rent a hospital-grade, Medela Symphony, breast pump from them for up to 12 months. A breast pump can be requested by filling out [this document](#).
- [Breast-Feeding Classes](#): This class is free for those with Medicaid. Discounts available for IU Health team members. Other sources of support from IU can be found [here](#).
- [Child Care Centers on Campus. or Early Childhood Education Services](#): The IU website compares three IUB child care centers (Campus Children's Center, Campus View Child Care Center, Hoosier Courts Nursery School) across several metrics.
- [Child-care support](#) at IU Bloomington (General Information)

12. Biology Resources

(A) Facilities Information

- *Room reservations*
 - Email biorm142@indiana.edu to reserve Biology controlled rooms in Myers and Biology
 - For rooms in Simon Hall, email sioffice@indiana.edu
 - Requests are accepted on an ongoing basis
 - To see a list of rooms and their availability, check:
<https://biology.indiana.edu/student-portal/graduate/facilities-resources/room-reservations/index.html>
- *Access to Biology Research Commons (room A400) and Atrium Balcony (or any room with card access)*
 - Email biofacil@iu.edu with your Crimson Card number for keycard access
- *Access to greenhouses*
 - Email biogreen@iu.edu with your Crimson Card number and specify which greenhouse you need access to
- *Access to the Research Teaching and Preserve (RTP)*
 - Email michitwo@indiana.edu for getting access to any of IU RTP sites
 - It is required to get a permission to utilize any of IU RTP sites, and all personnels who intend to use the facility should report via report forms located at the gates.
 - <https://preserve.indiana.edu/index.html>
- [Purchase Orders](#)
- "Where can I find public...(facilities/equipment)"

- In general, email Bio Facilities (biofacil@iu.edu) or the Associate Chair for Research and Facilities (Jason Tennesen as of Spring 2024): jtenness@indiana.edu (biofacil pings the AC, too)
- Autoclaves
 - Training: contact Sasha (osavytsk@indiana.edu)
 - Locations
 - BB A108 (1 autoclave)
 - BB 218 (two autoclaves, ice maker)
 - BB 426 (two autoclaves)
- Dishwashers- BB 426
- Washing machines - BB 426
- Cold storage rooms
 - Email BioFacil

(B) IT Services and Equipment

- *Projector reservations*
 - Email biorm142@indiana.edu to reserve a projector. They ideally like to have one or two week's notice.
- *Printing (for AI activities)*
 - Email biorm142@iu.edu and include what class the material is for
- *Printing (posters)*
 - Email biorm142@iu.edu and include the account number to charge (\$15)
 - File can be PowerPoint or PDF
- *Computer help and miscellaneous equipment*
 - Email or drop by Biology Building room 129 if you need IT help
 - They also lend various equipment (omnidirectional microphones, adapters and dongles, etc)

(C) For Parents

- [Lactation Room \(closest to Biology Building\)](#): The Department of Biology has designated Myers Hall 060 as a lactation room. The room is private, clean, and open for use by department members and guests. It is equipped with multiple electrical outlets and can accommodate two pumps. If you wish to use the room, contact Dr. Irene Newton (irnewton@indiana.edu) or Dr. Farrah Bashey-Visser (fbasheyv@indiana.edu) to be added to the Google calendar
- [Diaper Changing Tables](#): Women's Restrooms JH147 & JHA195A (located in a toilet stall in the southwest corner); and Men's Restrooms JH141 & JHA196A.

For other information on Biology Building Accessibility information, see Section [\(8B\)](#).

13. Prelims (See EEB program requirements for detailed info):

(A) Part 1: Breadth of knowledge (EEB)

- Each of your four committee members will provide a question (e.g., four questions total).
 - You should talk about potential questions with each committee member at least a week prior to the date when you receive your questions; that way, you can make sure that each question is helpful and interesting to you
 - If you have more than 4 committee members, only 4 will ask a question.
 - Who gets to ask questions is up to your advisor, you should discuss with them the process they will use to determine who will ask
- Students have six weeks to compose written responses to each of the questions.
- Written responses should be 4-6 double-sided pages in length (no more than 2,000 words).
- Written responses are submitted to the committee at the end of the sixth week and defended during a committee meeting at the end of the seventh week (allot three hours for this meeting).
- Results of this meeting: Pass, conditional pass, or fail and retake option. A conditional pass will come with specific conditions that will need to be met in order for a “pass” result to be given.

[EEBORG maintains a database of previous students' answers](#), which can help give you an idea of what is required in terms of breadth and depth. Aim for someone with a large overlap in committee members, but not too closely related in terms of actual topics. Ask your advisor for advice if you're unsure how to balance this.

Common techniques/tips:

- Dedicate one week to answering each question, and allow another week or two for revisions
- Use Zotero, Mendeley or EndNote for in-text citations and references
 - Write each answer in its own file so that you can easily generate a works cited list for each answer separately
- Ask your committee members for clarification on their respective questions
- Talk through your written responses with your lab to make sure you can articulate your ideas clearly during your oral defense
- You're free to send drafts to (non-IU EEB) friends/family for copy editing
- *Note: your PI will not see these responses prior to when you officially submit them to your committee.*

Also see: brainstormed [list of prelims advice](#) from Ecolunch on 2/13/2023

Formatting guidelines

- *Note: Every committee/advisor has different requirements and expectations, so this advice should not be taken as gospel. However, if your advisor's communication leaves something to be desired, these tips may help.*
- Most faculty strongly prefer parenthetical in-text citations that include the year and author rather than superscript.
- Most do not have strong feelings about font face and size. Times New Roman 12 is a good standard.
- Although most seem to prefer double-spaced text, a couple of faculty strongly prefer single-spaced.
- For length, pay more attention to word count than page count, but pay most attention to content– if you feel you've thoroughly answered a question, don't stress about meeting a minimum length requirement (although if your answer is dramatically under the suggested length, it's unlikely to be sufficiently thorough)
- ***Don't stress about formatting– your committee cares about your knowledge and ability to synthesize information, not formatting.***

(B) Part 2: Research skills (EEB)

- This part of the qualifying exam requires that you write and orally defend a dissertation proposal. Part 2 feels like less of an exam than Part 1, but keep in mind that it is still technically an exam.
- Your proposal will include any completed, on-going, and proposed research you have planned for your dissertation.
- The format of the proposal varies widely by lab, so consult with your PI and committee members to know what their expectations are.
- Allot 2-3 hours with your committee for your oral defense.

Common techniques/tips:

- Look at proposals of older/former students for ideas on structure and content. *Note: your research does not have to be completed to be presented!*
- Make a PowerPoint presentation for your committee meeting that summarizes the major points of your written proposal.
- Give your committee 1-2 weeks to read your proposal before the oral defense. Ask your committee which timeline they prefer.
- Practice your presentation at a lab meeting (your PI could be present for this meeting or not).
- Results of this meeting: Pass, conditional pass (additional work/research/changes required before your committee signs off on the proposal), and fail. *Note: in general, failing Part 2 is far less common than failing Part 1, but it is still considered an exam.*

Also see: brainstormed [list of prelims advice](#) from Ecolunch on 2/13/2023

14. Funding

Links to Funding Resources

- Tips for [grant writing](#) and [fellowships specifically](#)
- List of [graduate fellowships](#) (one list of many)

Emergency funding

If you are struggling financially, there are a few sources of funding that can help.

- The Biology Department has an [emergency fund for graduate students](#). This fund is not means-tested like COAS funds. The DGS and GPDs process applications to the fund. The SAC may also be privy to these funding decisions.
- [The Marcus Rhoades Memorial Fund](#) is restricted to Biology grad students, and is fairly simple to apply for. To apply, email the grad advising office (gradbio@indiana.edu) explaining why you need the funds, how much you need, and what other sources of funding you've investigated. Award limit: \$500.
- IU CoAS emergency funding: "Small amount of funding available for graduate students. Contact IU Biology Director of Graduate Studies (biodgs@indiana.edu) or department chair who, in turn, will contact Associate Dean Padraic Kenney with a description of your circumstances and the amount of financial need. These requests will be reviewed and funds will be disbursed based on urgency of need."
- For **international students**: OIS has a hardship assistance fund. "If you experience unexpected financial difficulty, we may be able to help you meet your basic needs depending on the situation. We can award typically between \$500 and \$2,000, depending on the need and the availability of funds. To apply, submit the form in Atlas. Please complete a budget and include it. We accept applications through the year on an on-going basis. We typically make decisions within two weeks after receiving the application. We will apply any award to your Bursar account." Find the form [here](#).

(A) Recommended grants and fellowships (mainly EEB)

- All sections
 - [NSF Graduate Research Fellowship Program \(GRFP\)](#): provides \$37,000 yearly stipend and annual cost-of-education allowance of \$16,000 for a three year period. You can apply only once during the fall of your first or second year, deadline in mid-October.
 - [Indiana Academy of Science Senior Research Grant](#): \$3,000, biannual deadlines in early March and mid-September.
 - [Society for Integrative and Comparative Biology \(SICB\) Grant-in-Aid of Research](#): \$1,000, deadline in mid-October.

- [Sigma Xi Grant-in-Aid of Research](#): \$1,000, biannual deadlines in mid-March and early October.
- [International Union for the Study of Social Insects, North American Section](#) (IUSSI-NAS) administers multiple research grants, varying in amounts.
- Linnean Society - [Natural History & Biological Sciences Research Grants](#).
- [Ernst Mayer Travel Grants in Animal Systematics](#) from the Harvard University Museum of Comparative Zoology (MCZ): up to \$2,500 (average \$1,000), deadlines April and October.
- [Smithsonian Institution](#) - Graduate, Post-graduate, and Postdoctoral Fellowships: amounts, durations and deadlines vary.
- Explorers Club - Exploration Fund - [Grants for Exploration and Field Research](#): range from \$25,000 - \$40,000 for field work, deadline November.
- Ecology
 - Garden Club of America: <https://www.gcamerica.org/scholarships>
 - ForestGEO: <https://forestgeo.si.edu/training-and-fellowships/grants-program>
- Evolution
 - [Society for the Study of Evolution Early Award](#): \$1500-\$2500, for students in their first two years of the program, applications due mid February.
 - [Society for the Study of Evolution Advanced Award](#): \$2000-\$3500, for full PhD candidates (must have passed Qualls part 2) and not defending the year of the award, applications due mid September.
- Behavior
 - [Common Themes in Reproductive Diversity \(CTRD\) NIH predoctoral fellowship](#): provides 12 months of stipend support and a small allowance for research and travel expenses, deadline in mid-February.
 - [Center for the Integrative Study of Animal Behavior \(CISAB\) predoctoral fellowship](#): provides 3-10 months of stipend support, deadline in mid-February.
 - [Animal Behavior Society Student Research Grant](#): \$500-2,000, deadline in mid-December.

The [Illinois Graduate College Fellowship Finder](#) and ProQuest's [Pivot](#) are useful grant search tools. You can access these and other grant searching tools via the IU [GradGrants](#) website, which may require you to log in via IU.

(B) IU grants and fellowships

- EEB ORG maintains an internal funding example repository here.
- GPSG (<https://gpsg.indiana.edu/awards-funding/Research%20Awards/index.html>)
 - [Travel Awards](#): \$500, deadlines in mid-October and mid-February.
 - [Research Awards](#): \$1,000, deadline in mid-March
 - *Note: Graduate students can only receive one GPSG travel award and one GPSG research award during their time at IU.*

- College of Arts and Sciences
<https://college.indiana.edu/student-portal/graduate-students/financial-support/fellowship-s-awards.html>) - Biology grads typically are eligible for (more info for each at the link):
 - McCormick Science Grants (\$3,500 for advisor-student pair)
 - COAS Student Travel Awards
 - 3rd years: John R. and Wendy L. Kindig Fellowship (\$20,000, requiring \$10,000 match from your lab)
 - Candidates: COAS Dissertation Research Fellowship (a full year of support at \$22,000)
 - Candidates: Graduate pathways fellowship (funds internships)
- IU Biology grants and fellowships
 - All IU donor-funded awards now require the use of the Blackbaud Award Management (BAM) system accessible through one.iu
 - Most of the awards on [this page](#) fall into the category of 'donor-funded'
 - There is a guide through the application [here](#).
 - Departmental awards:
<https://biology.indiana.edu/graduate/awards-fellowships.html>
 - Finishing students (in plant and fungal biology) may be eligible for the [William R. Ogg Final Year Fellowship](#) (one semester of support).
 - There are various other awards that the Dept. of Biology offers for specific fields (plant, animal, micro, EEB, etc.) in the \$1000-\$2500 range
 - Deadlines vary but are typically mid-February
 - Funds can be used for research, summer stipend, or travel (see specifics of each award)
 - Travel awards:
 - Generally, up to \$300 per student per year for biology graduate students presenting at conferences from the [Enrichment](#) travel awards
 - Up to \$500 from [Cleland Awards](#) (Plant & Fungal Biology students)
 - IU Research and Teaching Preserve Grant:
<https://preserve.indiana.edu/resources/rtp-grant.html>
 - Deadline usually in March
 - Funds up to \$4000
- [IU Bloomington Open Access Article Publishing Fund](#)
 - IU Bloomington faculty can apply to have Open Access publishing costs paid for by this fund. Eligible journals have to be all open access (i.e., hybrid journals with opt-in open access are not eligible). IU students do not count against this, if you have non-IU co-authors the fund covers a prorated portion of the cost.

(C) Summer funding

The Biology Grad Office sends out an email every spring with excellent information. It is summarized here:

To determine if you are due additional funds for the summer, add your fall stipend + spring stipend:

- If the amount equals what you were promised for the year, you are not eligible for additional summer funds.
- If the amount is lower than what you were promised, consult with your PI about whether to apply for one of the following fellowships or if you will be supported as an RA:
 - [Floyd Microbiology Fellowship](#)
 - [Floyd Plant and Fungal Biology Fellowship](#)
- There are also a limited number of AI positions available in the summer.

(D) Financial Aid for Graduate Parents:

- Currently, we are unable to find any source of financial aid via EEB, COAS, or IU.

15. Getting undergraduate students involved in research

(A) Mentoring opportunities

- IU's Center for the Integrative Study of Animal Behavior (CISAB) runs a 10-week [Research Experience for Undergraduates \(REU\) program](#) each summer, which is an excellent mentoring opportunity for graduate students studying animal behavior. Contact REU program director Laura Hurley (lhurley@indiana.edu) for more information.
- [EEB Mentor Match](#) pairs mentees (often working on an NSF GRFP application) with mentors.

(B) Recruiting undergraduate students

There are several programs that provide opportunities for undergraduate student recruitment:

- [Biology Night](#): Hosted by the IU Biology Club (run by undergraduate students) in April. Graduate students/postdocs/faculty make 10 minute PowerPoint presentations on their research and advertise positions for undergraduate students. Sign-ups to present usually circulate in March on the Biology listservs.
- The [Indiana University Undergraduate Biology Blog](#) is run by the IU Biology Undergraduate Advising Office and is a great place to advertise positions for undergraduate students.
- Some graduate students advertise positions using posters in the Biology Building.

(C) Considerations for sending students into the field:

- If you or your lab employ students from groups that may be at increased risk of public harassment in the field (racial and ethnic minorities, LGBTQ+ individuals, etc.) you may consider increased care in fieldwork strategies. See more [here](#).

16. Getting involved in Biology Outreach:

- ScienceFest: an event coordinated by IU across multiple departments that is usually held on a Saturday during October. Sign-ups for a new demonstration or new station for ScienceFest are usually in late June/early July. However, many labs are often looking for graduate students to volunteer at their station. [CISAB](#) and [SciU](#) often have tables and appreciate volunteers to help run them. Contact Director of Biology Outreach Jean Lennon (jeanlenn@iu.edu) for more information.
 - In 2024, this event will take place on April 6th to celebrate the total solar eclipse that will take place on April 8! For more information about this event, [check out this link](#).
- Foundations in Science and Mathematics (FSM) program (website: <https://fsm.indiana.edu/>): a two-week long summer program that helps high school students in the greater Bloomington area prepare for upcoming science and mathematics courses. This program is run by IU graduate students in STEM-related fields and runs in two, two-week long sessions: one in June and one in July. Graduate students typically commit to teaching in one or both of the sessions, depending on their availability. Courses offered by the program include Evolutionary Biology, Environmental Science, Introduction to Biology, and Zoology (Animal Diversity).
- Biology Outreach at IU (website: <https://biology.indiana.edu/about/outreach/outreach-coordinators/index.html>): the director is Jean Lennon, and the Biology Outreach office has multiple staff members that do outreach at local schools.
- SciU blog (website: <https://blogs.iu.edu/sciu/>): a blog written and maintained by IU Bloomington graduate students that discusses cutting-edge research occurring on campus and current events related to science. Writers typically commit to submitting 1 blog post (~500-1,000 words in length) per semester. [Students wishing to get more involved](#) can also serve as associate editors or copy editors! If you have any questions, email their main account (sciucomm@iu.edu).
- Indiana Junior Academy of Science: Historically, [IJAS](#) reaches out to the Department of Biology asking for graduate students to volunteer as abstract judges, competition judges, or research presentation judges for the Outstanding Junior Scientist Competition and the Research Paper Presentation Competition. Abstract judges are typically given ~15-20 abstracts to review and score prior to the competition, whereas competition and research presentation judges are required to attend the IJAS event, which takes place on campus in early November. The Science Outreach office typically sends an email to the department about this competition in early September (contact: Tina Gilliland, mgillila@indiana.edu).
- Bug Fest: usually happens near the end of summer; coordinated by City of Bloomington Parks & Recreation, Monroe County Parks and Recreation, and Purdue Extension.

- Bird Fest: usually happens at the beginning of April, talk to Susan Hengeveld (shengeve@indiana.edu) (she doesn't run it, but she usually has information) coordinated by multiple different organizations including the Sassafras Audubon Society, Monroe County parks and recreation, usually an IU department, such as IU Department Integrated Program in the Environment, and often others.

17. Graduate Recruitment Weekend (GRW)

[Link to GRW main webpage](#): (contains all the links for volunteering for committees, signing up to serve as a host/hostess, reimbursement forms, feedback about GRW or particular perspectives [i.e., 'prospies'], etc). The details of this event are subject to change as of 2024, please reach out to the IU Biology Graduate Office for more up-to-date information if there is confusion.

GRW Committees:

- Food Committee
 - Plans snacks and meals.
- Transportation Committee
 - Drives people to activities, and from the airport to Bloomington.
- Activities Committee
 - Plans the activities for GRW.
- Hosting Committee
 - Pairs prospective students with graduate student hosts.

Link to [volunteer for a GRW committee](#)

What to expect when you're expecting (a prospie):

Excerpts from an email sent to hosts before GRW weekend:

Prospective students will stay at a designated hotel (most likely the IMU Biddle Hotel). Hosts are responsible for picking up their assigned student in the morning and walking them to the Biology Building so they don't get lost.

Also note what program your recruit is interested in (EEB/GCDB/Micro); this will determine where they need to go Saturday night during the program-specific faculty dinners. Students are sometimes recruited by multiple programs, so please pay close attention to your recruits' personalized itineraries when you receive them. They might have to go to a different building.

You should have already emailed your prospective(s) to introduce yourself. If you haven't, please warmly greet them, tell them a bit about yourself and let them know that they can ask you questions about GRW or IU Biology, etc. **IMPORTANT:** please also be sure to swap cell phone numbers, in case travel plans change on Thursday, etc. If your recruit is listed as "driving," please ask them in your email to tell you what time they will

be arriving at the hotel. All prospectives are required to check-in for GRW in the IMU Biddle Hotel Lobby (900 E Seventh Street) Thursday, February 14th between 12pm – 7:00pm. The Hosting Committee will contact you when your recruit has arrived at the IMU.

If you would like to participate in Saturday afternoon activities with your recruit, please plan to provide your own transportation and cover your own expenses. Space in departmental vans is extremely limited. Please note that some activities may be restricted to prospective students because of space constraints.

Lee Eubanks will email you a detailed version of your prospie's itinerary by next Wednesday. The Graduate Office appreciates your patience while the itineraries are compiled. They are highly personalized and take quite a bit of time to create.

Good hosting etiquette

This should probably go without saying, but your prospective student is your highest priority during their time here. Please be aware of any extended breaks (over an hour) in their schedules, and discuss options with the student ahead of time. Please stay with your student at all times. During departmental events like the WonderLab Reception or the Game Night, please remember that your student is looking to you to feel included in these activities. Prospective students have commented that they sometimes feel particularly excluded during large group events, so please reach out to *any* student you see alone. There will be a game/movie night in the Biology Building atrium. Students may also spend time on their own. Even if they choose to explore on their own, ask if they would like you to join them. If so, find another activity to do with the student. If you and your student attend game night and your student is not enjoying themselves or wants to leave early (GRW can be very tiring), please take them home or find something else to do. Again, your student is your highest priority – please respect their wishes and do not coerce or pressure them into doing anything they don't want to do.

Hosting and meal compensation

Finally, please remember that Biology will [compensate you for your time hosting](#) (\$20/day for day hosts (2020, rates may change for future years). The University considers this as taxable income that must be reported on your tax returns. You should have already contacted Ryan Salerno to fill-out a W-9 tax form to be paid. The department will also reimburse your meals eaten out with prospective students. Only you and your prospie are covered for meals outside of Friday lab lunches, so if you want company, please try to pair up with other hosts and prospies. Please do not invite graduate students from other departments to meals. This should be recruits' opportunity to spend time with Biology Graduate Students. Please note that hosts are not required to cover activity-related expenses for prospies and will not be reimbursed for doing so.

Hosting and/or lunch reimbursement forms must accompany original, itemized receipts (that shows what was ordered) AND your credit card signature receipt.

Lab P cards may be used for meals, but **sales tax cannot be charged to P cards**. Some restaurants are used to seeing this and have no issues, while others do not know how to omit sales tax (talk to labmates/other students for suggestions of places that are easy as well as places to avoid). You can provide the restaurant with a tax-exempt form (found [here](#)).

Meal limits are: Thursday night dinner -- \$20/person; Saturday and Sunday breakfasts -- \$15/person; lab lunches -- \$15/person. Other than lab lunches, all meals are for you and your prospective ONLY. All limits include tax and tip. Tips over 20% will not be reimbursed by the department. [Reimbursement form \(turn in to Graduate Office\)](#).

Saturday program dinners

The location and details for this change year-to-year, but hosts are welcome to join the Saturday evening dinner with prospective students, current student hosts, and faculty.

General itinerary

Specific schedules may change year-to-year, but this is an example of a typical schedule.

Thursday:

- Prospective students arrive in Bloomington and either check into the IMU hotel or meet with their overnight host (typically sometime between 12-7 p.m.).
- Hosts take prospectives to dinner (not planned by department-- choose a local restaurant and get reimbursed)

Friday:

- Day starts with EEB program orientation (8-9:30 a.m., breakfast provided),
- Followed by morning and afternoon meetings with faculty (10 a.m.-12 p.m.; 2-4:30 p.m.)
- Lab lunches take place from 12-2 p.m. Typically, each lab assigns a designated representative to take prospective students out to lunch. Lunch Hosts are encouraged to pair up with other hosts and recruits with similar research interests for lunch. If you cannot pair up with another host/recruit for lunch, you may invite one, additional graduate student per recruit with similar research interests as the recruit. Exceptions must be pre-approved by the current Graduate Advisor. In order to get properly reimbursed, make sure to keep your original ITEMIZED receipt ([link to reimbursement form](#)).
- Core facilities tours (4-5 p.m.)
- For dinner, there is a departmental dinner reception, traditionally at WonderLab (6-9 p.m.)

Saturday:

- Hosts take prospectives to breakfast (not planned by department-- choose a local restaurant and get reimbursed)
- Wrap-up session in Biology Building (12-1 p.m., lunch is provided. Be warned-- if you don't get there early, you may miss out on nearly all of the food)

- Optional afternoon activities. In previous years this has included: hike, campus tour, downtown tour, housing tour, Oliver Winery tour, Upland Brewery tour (note that brewery/winery tours are usually only for prospective students, and hosts cannot join)
- EEB program dinner reception with hosts, prospective students, and faculty (6-8:30 p.m.)
- Department-wide activities are offered on Saturday evening after the program dinner receptions (starting at 8:30 p.m.). In previous years, this has included a board game night, trivia, and bowling and billiards.

Sunday:

Prospective students typically leave sometime on Sunday morning or afternoon.

GRW Feedback:

Anonymous (or not) feedback on GRW can be provided here:

- [Form to comment on prospective EEB students who interview](#)
- [Form to comment about the mechanics of GRW itself](#)

18. Classes

(A) All majors (E,E, and B)

- Curt Lively's Evolution class is highly recommended (usually offered every other Fall; note that Curt is planning to retire soon, so taking this sooner rather than later is recommended). Leonie Moyle's class is often offered in the subsequent Spring, and complements Curt's class very well.
- Quantitative Biodiversity (Jay Lennon) is an excellent class that uses R and GitHub (no prior experience needed)
- Journal clubs can help round out your coursework. If no one is offering one that you are interested in taking, you can start your own-- you need a sponsoring faculty member, but it's fairly simple.

(B) Recommendations for animal behavior majors

- If you are doing animal behavior or animal physiology research, make sure you become affiliated with CISAB. Apply to become a CISAB member here: <https://animalbehavior.indiana.edu/about/join.html>
- CISAB offers some special (usually really good) courses, has a minor, and has an area certificate in animal behavior, all of which can be attained by Ph.D. students (more information here: <https://animalbehavior.indiana.edu/graduate/index.html>).
- Troy Smith's Comparative Neurobiology of Animal Behavior course (BIOL-Z 563) is taught really well and is very interesting. Troy is really wonderful at communicating difficult material and inspiring really good in-class discussions of papers.
- Laura Hurley's Sensory Ecology class (BIOL-L 553), is also wonderful. Laura communicates difficult topics quite well, and this often inspires great in-class discussions.

- Research and Professional Ethics in Bio-behavioral Sciences (ABEH-A 502) is a CISAB-affiliated course that is taught once every 2 years. It is a discussion-based course that requires reading articles and submitting a brief think piece before each class.
- Techniques in Reproductive Diversity (ABEH-A 501) is a CISAB-affiliated course that is taught once every 2 years. It introduces students to a variety of techniques used in animal behavior research.
- Greg Demas's Endocrinology class (BIOL-Z 466) is very helpful if you have never had a class in endocrinology before. Although this course is geared towards undergraduates, it is an excellent crash course for endocrinology.
- Kim Rosvall and Laura Hurley's introductory animal behavior courses (BIOL-Z 460) are taught very well, though at an undergraduate level. With so many other great course offerings in animal behavior, I would recommend taking this class only if you are in need of credits. If you want the information from the class, you could also consider Al'ing the course. As a graduate student studying behavior, you will probably have most of these concepts down.

(C) Statistics classes

- STAT-S-520 (the intro stats class from the stats department) is adequate but not recommended. It is very theoretical and barely touches on relevant skills such as hypothesis testing. It does use R, but on an extremely basic level.
- P554 Statistics in Psychology given in the fall by Dr. John Kruschke is very good at teaching statistics, the course is all done in R. Here is an older syllabus and list of materials: <https://jkkweb.sitohost.iu.edu/jkkteach/P554/index.html>.
- P533 Bayesian Data Analysis given in the spring by Dr. John Kruschke. He literally wrote the entry-level book on doing Bayesian data analysis, and is an excellent teacher. Link to an older syllabus: <https://jkkweb.sitohost.iu.edu/jkkteach/P533/index.html>
- STAT-S 681 Biometry is typically offered by Dr. Elizabeth Housworth every 2-3 years. This course is specifically catered towards EEB graduate students and provides a great introduction to statistical analysis and coding in R. Note from previous cohorts: encourage the majority of your first year cohort to take this class at the same time so that you can help each other. We recommend taking it in the fall of first year to get it over with.
- STAT-S 631 Applied Linear Models part 1 is offered by Dr. Arturo Valdivia in the fall. Somewhat heavy on theory, but offers a great introduction to statistical thinking from first principles, and lots of great training with R as well.

(D) Transferring course credits from previous graduate work

- You can transfer credits from previous graduate courses (for example, if you earned a Master's degree or transferred from another PhD program). This can save you time by cutting down on the number of courses you need to take, and money by getting you into G901 more quickly. Check the most current edition of the Green Book for more info.
- Deciding when (and how many credits) to transfer is a balance between how quickly you want to enter G901 (you only get 6 semesters of G901), and how long you have to

transfer the coursework. There's a statute of limitations on easily transferring credits (7 years after you take the course). After this amount of time has lapsed, you'll need to revalidate them; this means you're illustrating that you still have mastery over the content from that course. As of 2019, you can do this by publishing a pertinent paper, AI-ing for a relevant course, or taking a more advanced course (this shows you had the foundational knowledge to complete the more advanced course).

- Work with Lee Eubanks, your advisor, and your committee to decide when to transfer credits and which courses would make sense to transfer given your program of study here at IU. Your committee will need to approve the courses you want to transfer, although they'll likely approve any courses you've already cleared with your advisor.

19. Minors

Note: Microbiology and Genetics minors are administered from within the Department of Biology and require fewer credits (6) than minors from outside the department (typically 9-12).

Below is a list of the most common minors that EEB students pursue. For a full list of minors within and outside of the Department of Biology, see the ["Minors" folder](#) under the shared "EEB Grad Program Materials" IU Box folder. It is also possible to design an individualized minor, in consultation with a minor advisor. The Grad Office and Graduate School are good resources for planning; and the form to submit is on [One.IU](#).

Department of Biology minors:

Genetics: this minor requires a minimum of 6 credits of graduate courses. The Genetics minor may be fulfilled from any of the courses listed [here](#). Be advised that although Evolutionary Genetics is listed as a course to fulfill the minor on this document, it is not on record as such with the graduate school (I know, this makes no sense). You will likely need to fill out an exception form to get it accepted (ask Lee Eubanks for help), but this is extremely easy and just requires your minor advisor's approval.

Microbiology: this minor requires a minimum of 6 credits of graduate courses, as listed [here](#). Can also specialize in Bacteriology or Virology.

Outside minors:

Scientific Inquiry and Research Integrity (new Spring 2021): through the Department of History & Philosophy of Science and Medicine, this minor requires a minimum of 6 credits of graduate courses, as listed [here](#).

Animal Behavior: through CISAB, this is a 9 credit minor that is typically pursued by graduate students conducting research in animal behavior. The minor requires that you enroll in three courses, at least two of which are from different departments/programs. These course requirements include: one ABEH-A 501 seminar, one graduate-level evolution or ecology course, and one graduate-level neuroscience or physiology course.

Bioinformatics: through Informatics, this is a 12 credit minor (which is on the higher side of credit requirements). If you make a cogent argument for it, you can often get non-informatics, but coding-heavy courses counted towards your minor. For example, G562 Geometric Morphometrics has been counted towards it. Definitely take Dr. Matt Hahn's SNP Discovery class.

Education: the IU School of Education offers several options for minors, including College Pedagogy, Curriculum Studies, Curriculum and Instruction, and Higher Education. See the [School of Education website](#) for more information.

Neural Science: this is a 12 credit minor that is typically pursued by graduate students conducting research in animal behavior. The minor consists of two required courses: NEUS-N 500 (Neural Science I), which focuses on cellular neurophysiology, neurocytology, synaptic processes, and neuroanatomy; and NEUS-N 501 (Neural Science II), which emphasizes higher integrative processes such as perception, cognition, and memory. In addition, you are required to take two additional elective courses. There are several elective courses that are cross-listed with the biology department or CISAB, including some BIOL-Z 620 courses, ABEH-A 501 (Techniques in Reproductive Diversity), and ABEH-A 502 (Research and Professional Ethics in Bio-Behavioral Sciences).

Minors offered through School of Public and Environmental Affairs (SPEA): these are 12 credit minors that are typically pursued by ecology and evolution graduate students. There are six different minor options within SPEA, including Arts Administration, Environmental Studies, Nonprofit Management, Public Management, Regional Economic Development, and Urban Affairs Minor. See [SPEA's website](#) for more information on minor requirements.

Statistics: this is a 12 credit minor that requires four graduate-level courses in statistics, at least three of which must be at the 600-level or above taken from the Department of Statistics. See the [Department of Statistics website](#) for more information. Students have reported the classes in statistics are largely theoretical, rather than applied.

- EEB waives the 3 credit stats requirement for this minor; functionally, then, it is a 9 credit minor for a skill-rich option
- Notably, the School of Public Health's EBio offers a BioStats minor (9 credit); guessing the 3 credit statistics class is waived, too (I think this has been off the radar)

20. Finishing up your PhD

Tips:

- Start searching for a job/postdoctoral position before you graduate (earlier the better, but probably at least 6 months or so beforehand, especially for postdocs).

- It is helpful if you can write up methods (and possibly results) around the time you are finishing up a chapter/project.
- Start writing your dissertation well in advance of your graduation date. Many students **take 6 months or more to write their dissertation**.

EEB requirements:

Make sure you have done and/or properly documented the following:

- Make sure you are a PhD candidate (should have happened in your 3rd year, but is sometimes delayed)
- Nomination of Research Committee (NORC) (happens in your 4th year) or possibly 'Change of Research Committee' (CORC) form if needed, accessible via one.iu.edu
- Maintained continuous enrollment in six research credits per semester, in L800 (before 90 hours met) or G901 (after 90 hours) if you are on campus.
- Make sure the following has been documented in your EEB checklist, and saved in your individual 'EEB Student' Box folder.
 - Taught as an Associate Instructor (AI) at least once
 - Given at least one Brown Bag talk
- Make sure the following documents have been filled out and saved in your individual 'EEB Student' OneDrive folder.
 - Held annual meetings with your Research Committee (ensure these are documented using the form for 'Committee meeting reports' in your OneDrive folder)
 - Annual Individual Development Plan (IDP) (revise yearly) – additionally, please provide a copy to your committee prior to your annual committee meeting.

Important deadlines:

- **6 months before defense** – schedule penultimate committee meeting
- **40 days before defense** – announce your defense with the UGS via the EDoc "PhD. Defense Announcement Submission" form
- **After your defense** – from Dr. Leonie Moyle: "Give yourself two weeks after your defense to incorporate committee feedback and file your defense with UGS. If you try to defend the day before a key UGS deadline, a self-created disaster will likely unfold."

How do I announce/file my dissertation/thesis? – Please refer to this ["Finishing Up" FAQ](#) on the grad student portal. Additional information can be found in the [UGS bulletin](#).

21. How to keep your IU student email after graduation

[Continue using your IU-branded email address](#)

Within two semesters (summer included) of graduation:

- Join the no-cost [IU Proud member program](#), or another [IU Alumni Association program](#).
- Create an alumni email account in [Member Services](#).

- Log into your [alumni email account](#) to confirm that it has been created.
- From your alumni email account, [email Tier 2 Accounts Administration](#) and request to have mail forwarded from your IU-branded email addresses to your alumni account. Make sure to include your full email address in this request (for example, username@alumni.iu.edu), as your alumni email account username may be different from your IU username.
- Once your request is completed, mail sent to your IU-branded email addresses will arrive in your alumni email account inbox.
- You may also transfer your files and messages to your IU Alumni Association account or another Google account. For instructions, see [Import and export Google data and email](#).

22. Leaving IU + Getting a Job or Postdoc

(A) *Develop a “job or postdoc package” to quickly apply to potential positions*

- Include a CV (if academic) or resume
- Cover letter (to quickly modify)

NON-ACADEMIC CAREER RESOURCES

(B) *Resources for identifying and preparing for non-academic jobs*

- [Versatile PhD](#) (requires IU email): Their goal is to help graduate students prepare for and excel in professional careers. Has stories and resumes of graduates in professional careers.
- [myIDP](#) (my Individual Development Plan): Tool to identify strengths and values, also good for goal setting and planning.
- [CliftonStrengths](#): Tool to assess and develop your strengths from Gallup polls; need an access code from Strengthsfinder 2.0.
- [Jobs on Toast](#): Aims to show graduates how to market themselves for a job outside of academia.
- [Imagine PhD](#): Career planning and exploration tool (geared more towards Humanities/Social sciences).
- [PhDs at Work](#): Forum describing PhD transitions to and from academia.

(C) *“Homework” you can do to prepare for a non-academic career:*

- **Good Time Journal:** Keep a log of all activities, note whether you enjoy the activities, and how engaging the activities are (how much of your brain you devote to the task). This helps identify what jobs may be a good fit.
- **Odyssey Plans:** Come up with three careers, sketch out the next 5 years of your life for each career path, including things like spouse, children, vacations, etc. Note whether the plan excites you, if you have the resources, are you confident, and is it coherent.
- **[Graduate Pathways Fellowship \(due in late July\)](#):** The College of Arts and Sciences and the University Graduate School offers up to 4 full-year fellowships (or

their equivalent in partial-year fellowships) for advanced Ph.D. students in the College interested in pursuing a non-academic career. Fellowships support students in unpaid/underpaid internships including (but not limited to) work in museums or other cultural organizations, non-profit organizations, NGOs, public service, local and state government.

(D) Statistics about jobs, salaries and graduate outcomes.

- [O*Net](#) has statistics on graduate outcomes.
- [Occupational Outlook Handbook](#) statistics on what you can expect to get paid for different jobs, and other statistics.
- [Understanding PhD Career Pathways](#) has statistics on job outcomes for recent graduates.
- From the National Association of Colleges and Employers: [First Destinations Class of 2021](#) with information on the first jobs of recent graduates.

(E) Non-academic job listings

- Government jobs: [USA Jobs](#)
- National labs regularly list jobs here: [National Labs Careers](#)
- Non-profit jobs: <https://www.npo.net/> ; <https://www.idealists.org>
- Texas A&M Department of Wildlife and Fisheries Sciences Job Board <https://wfscjobs.tamu.edu/job-board/>

POSTDOC RESOURCES

(F) Finding a postdoctoral position

- **START EARLY!! It is recommended to start contacting potential postdoc advisors 1-2 yrs before your planned graduation date.**
- Conferences are a great place to chat with potential postdoc mentors and see what projects they are planning, and if they have (or might have) funding
- Regularly check in on Twitter, LinkedIn, or other social media to see some listings for post doc positions.
- [EcoEvoJobs](#) is a crowd-sourced website with postdocs and faculty positions. Updated each year.
- [Texas A&M Job Board](#) lists a variety of positions throughout the country, including some academic positions.
- You can search the following database to see if a potential advisor has been involved in a publicly available case of academic sexual misconduct: <https://academic-sexual-misconduct-database.org/>

(G) Postdoctoral grants

- [NSF Postdoctoral Research Fellowships in Biology](#): provides 2-3 years of stipend support (\$60,000) and a \$20,000 annual research allowance, deadline in mid-November.

- “Supports postdoctoral fellows in selected areas of the life sciences who focus on broadening participation of underrepresented groups in biology; study the rules governing interactions between genomes, environments and phenotypes; or study plant genomes.”
- [NIH F32 \(NRSA\) Postdoctoral Fellowship](#): provides up to three years of stipend support, deadlines in April, August, and December.
- [Life Sciences Research Foundation Postdoctoral Fellowship](#): provides three years of stipend support (\$66,000) and a \$11,000 annual research allowance, deadline in early October.
- [Ford Foundation Fellowship program](#): Provides one year of stipend support (\$50,000), deadline is in early December.
- [Howard Hughes Medical Institute \(HHMI\) Hanna Gray Fellowship program](#): Provides 2-4 years of stipend support and a \$20,000 annual expense allowance as a postdoctoral fellow, with the option of continuation as a tenure-track faculty member for a maximum of 4 years (provides \$250,000 research funding and \$20,000 expense allowance annually). Deadline is in early January.

(H) Academic job listings

- [HigherEdJobs - Jobs in Higher Education](#)

****For information about temporary health insurance coverage after graduation, see [2\(J\)](#).**

23. Bloomington community information

This is a new section that we're still trying to expand. If you have any suggestions for broad or specific additions, please let us know or add the information yourself. Thanks!

(A) Hobbies + Community Involvement

(a) Volunteering opportunities:

- Humane society
- Food pantries
- PALS therapeutic riding
- Wildlife rehabilitation: WildCare Inc.
- Bicycle maintenance: Bloomington Community Bike Project

(b) Makerspaces & tool library:

- [BloomingtonLabs](#) has open nights on Wednesdays, it's a great way to bring a small project and borrow their tools to fix, modify, or make something.
- The [Burl & Ingot](#) lends tools for free. They are located at 1305 1/2 W 11th St, currently their hours are by appointment.

(B) Links for Parents in Bloomington

- *Childbirth classes, breastfeeding resources, and parental support outside campus*

- [Milk Matters](#): Milk Matters is facilitated by an International Board-Certified Lactation Consultants. The lactation consultants offer free, evidence-based, clinical breastfeeding support and weight checks, to all families. You can access their Facebook page [here](#).
- [Hannah Center](#) (formerly the Crisis Pregnancy Center of Bloomington): A non-profit that helps in making decisions about their pregnancies, assistance with material needs, and related concerns. It has helped women and families with free pregnancy tests, diapers, and maternity clothes.
- [Indiana Breastfeeding Coalition](#): A drop-in center is where new mothers can come with their babies to talk with a Lactation Consultant (IBCLC or CLC) about problems or questions that they have. Many are held in hospitals and have an accurate scale that can measure milk intake during a feeding.
- [Planned Parenthood](#): Planned Parenthood health clinic for men and women in for the day after pill, abortion procedures, pregnancy resources, STD treatment, birth control, and family planning.
- Prenatal Yoga Classes by [Invoke](#), [Vibe Yoga Studio](#), and free classes often hosted in the Monroe County Public Library (calendar program for adults can be found [here](#))
- *Daycare centers*
 - Harmony school accepts children who are potty-trained and at least 3 years old, and is located less than a quarter mile from the Biology Building. The early childhood education program offered by this school is also affordable (\$600-725/month depending on income), has great hours (M-F, 7:45am-5:30pm), and is open nearly year round. Details [here](#).
 - Gan Shalom preschool is another great, low-cost alternative. Prices range from \$626.30-598.30/month depending on age for full time care. The hours are more limited compared to Harmony, 9-3pm is standard but kids can stay 8-5:30pm M-Th for an extra fee. Also, Gan Shalom follows the MCCSC calendar and is closed in June and July, in addition to ~10 Jewish holidays throughout the school year. However, children can enroll as young as one and do not need to be potty trained.
 - This is by far the most affordable option for child care for one year olds in Bloomington, and Erik Parker (Moczek Lab) and son vouch for its quality.
 - Other part-time daycares include: St. Marks, St. Charles.
 - Full-time private places: [BDLC](#) and [BCGC](#), but there may be a waitlist with a fee.
- *Nannies*
 - Best advice is to use [care.com](#) (IU offers some discounts on background checks) or advertise at School of Ed, where you can find tons of awesome, well-trained, CPR certified people who love babies and kids and are looking for part-time nanny work.
- *Doulas*
 - [Bloomington Doula Support](#): Molly Mendota
- *Miscellaneous resources*

- [Annual Bloomington & Monroe County Child Care And Referral Guide](#)
 - List of local, licensed, child care homes and centers, registered ministries, preschool programs and school age summer care programs. Provides information about facilities' hours, rates, etc. The guide also includes information about a free, computer-based child care referral service for families, and information regarding training opportunities for providers.
 - Link to online guide does not work, but copies can be found at the Monroe County Public Library, or contact Sue Owens, Youth and Family Projects Coordinator owenss@bloomington.in.gov
- Social Media Accounts
 - Twitter accounts that often share relevant fellowships, aids, and other parental support to graduate parents in academia – The PhD Parent (@parent_phd) and Academic Mom (@Momademia)
 - Twitter thread on how [PIs can be supportive to graduate students](#) who are expecting
 - Instagram Milk Matters: [@MilkMattersBloomington](#)

24. Miscellaneous advice

- How to create a searchable Excel database: [Youtube video](#)
- [Podcast episode](#) on mental health in grad school from grad student advocate @SusannaLHarris (Twitter).
- Advice to junior scientists ([Twitter thread by Craig McClain](#)).
- General advice on the [hidden curriculum of academia](#).