

Hunt Lab Compact (Updated June 2021)

Specific Expectations of Dana

- I will work tirelessly for the good of the lab group; the success of every member of our group is my top priority, no matter their personal strengths and weaknesses, or career goals.
- I will do my best to support your research intellectually and financially, and will inform you of limitations in laboratory finances or my time.
- I will respond to your e-mails and other communications in a timely manner (generally within 24 hours) and will seek to provide feedback on written documents within 24-48 hours, but substantial edits may take several weeks.
- Laboratory safety: I will ensure safe laboratory practices, environment, and training with respect to laboratory hazards.
- I will do my best to train you to: design experiments, analyze and interpret data, present results, ethically represent the findings of your research, prepare publications, prepare proposals and find your next job!
- Weekly formal meetings on progress: I will meet with mentees each week to discuss results, current activities, and future plans.
- Foster an environment of inclusion and respect: I will foster an environment of inclusion and respect for all lab members no matter their level (i.e. tech, undergraduate, graduate student, postdoc).
- Data ownership and intellectual property: all data and intellectual property generated in the mentor's laboratory remain the property of the mentor and the institution. If the student makes a significant contribution to the work of the laboratory, I will offer coauthorship or appropriate acknowledgment of mentee's intellectual contributions in resulting publications and/or presentations.
- Provide opportunities to develop skills: I will provide opportunities to acquire the field and analytical skills needed to succeed in the research area. If these skills are outside of my expertise, I will help the mentee make connections to acquire those skills and expertise.
- I will judge outcomes by effort not just by results (as there are times when a lot of effort will result in few outcomes).
- I will help lab members lean into areas in which they already excel but also push them to advance their skills in areas where they are currently not as strong.
- I will continue to serve as a reference and mentor throughout your career and will strive to help you achieve your full potential.

Specific expectations of students

- I will work tirelessly for the good of the lab group; the success of every member of our group is my top priority, no matter their personal strengths and weaknesses, or career goals.

- I have the primary responsibility for the successful completion of my degree. This includes commitment to work in classrooms and the laboratory.
- I will be knowledgeable of the policies, deadlines, and requirements of the graduate program, the graduate school, and the university. Comply with all institutional policies, including academic program milestones, laboratory practices, and rules related to chemical safety, biosafety, and fieldwork.
- I will develop clear goals both longer term (Yearly individual development plans) and short term (project scale). I will use good time management skills (or work to develop them) to achieve these goals.
- I will communicate clearly and respond generally within 24 hours (during the work week) to communications from others in the lab.
- Laboratory safety: I will ensure safe laboratory practices, environment, and training with respect to laboratory hazards and will inform Dana (as Lab Safety Manager) of any hazards, training deficiencies or concerns.
- I will send Dana preliminary data at least 24 hours before meetings so that she has time to review data and respond intelligently. Similarly, I will explain my own communication preferences to foster a successful working environment.
- Foster an environment of inclusion and respect: I will foster an environment of inclusion and respect for all lab members.
- Participation: I will actively participate in group meeting and seminars by **both** attending and providing feedback to other members of the group.
- I will be a good lab citizen by keeping my bench and common equipment clean and in good working order. Further, I will document all protocols (in lab notebook and wiki) and save all primary data/ code to the server (backed up remotely).
- I will conduct my research ethically and honestly and recognize that carefulness is a critical component of academic integrity.
- I will communicate honestly about struggles and challenges that I cannot solve on my own.
- I will work toward becoming a world class researcher.