

Johnson Lab Expectations

GROUP MEMBER'S EXPECTATIONS OF ZACKARY

- We expect all lab members to be treated with respect and dignity in a collaborative lab environment. We expect Zackary to offer encouragement and be an advocate for us.
- We expect Zackary to make regular time to talk with us about our research, academic training, and questions/concerns.
- We expect Zackary to give us sufficient feedback and direction on our manuscripts, grant applications, or other written materials.
- We expect Zackary to provide us with resources and opportunities that are beneficial for our academic development and/or our overall training, including opportunities to acquire skills and expertise needed to succeed in our area.
- We expect that Zackary will support our professional development. We expect that Zackary will advise us on how to proceed according to the career path that we choose. If Zackary is not familiar with the career path we have selected, we expect that he will refer us to people and/or resources that can help to guide us.
- We expect Zackary to be open about the availability of funds for the proposed dissertation project and to help us navigate funding our stipends, tuition, fees, and fieldwork.

GROUP MEMBER'S EXPECTATIONS OF THEMSELVES

- We will treat each other with respect. We will work together to build a cooperative and supportive lab environment.
- We will follow the lab rules, including required safety training.
- We will be devoted to our research. We will spend sufficient time and effort on our research. We will read the primary literature in our area of study. We will keep being inquisitive and open to new ideas and not lock ourselves in a particular field, project, or personality. We will be productive in our research and meanwhile strive to maintain a healthy work-life balance.
- We will update regularly with Zackary about our progress, success, and questions/concerns. We will find a mutually agreeable and comfortable way to communicate and collaborate on manuscripts, grant applications, or other written materials.
- We will actively pursue funding for our project and personal support.
- We will learn to better network for exploring opportunities and resources that are beneficial for our personal development and academic development, including participating in conferences actively and productively.
- We will view science as fun, challenging, exciting work, but also as a very human endeavor.

ZACKARY'S EXPECTATIONS OF GROUP MEMBERS

- I expect you to work hard and smart and to be devoted to your research, but on average to enjoy the work too. I also expect that you will have a life outside your research and to strive for a healthy work-life balance.
- I expect you to be a good citizen in our group – to treat everyone with respect, to help others when they need it, to provide constructive feedback during group meetings, to mentor each other, to help with the operation and upkeep of the laboratory, and to pursue opportunities outside of your immediate focus area. I expect you to contribute to creating and supporting a collaborative and supportive group, which provides everyone with opportunities for research, education, and outreach/broader impacts.
- I expect you to be active in advancing your research – methodologically, analytically, intellectually. I expect you to ask questions of yourself (and me), to be receptive to feedback, and to actively pursue your own professional development through workshops, collaborations, and trainings. I expect you to own your mistakes, and to kindly point out to others (including me) where they can improve.
- I expect you to work with me to develop and write proposals to fund research; I expect that you will help administer the grants and contracts that support your work.
- For PhD students, I expect that you will produce at least three dissertation chapters that contain the results of original research that you have helped to design, conduct, and author. I expect that you will attempt to publish each chapter, either prior to your defense, or shortly thereafter. I expect you to present your research at academic conferences or other appropriate venues. I encourage you to also communicate your research to broader audiences, such as through social media or community outreach.

ZACKARY'S EXPECTATIONS OF ZACKARY

- I take responsibility for the broader intellectual and managerial leadership of the group and will work to provide an environment where all can thrive, but ask for your active participation in setting and carrying out these goals out.
- I will treat you with respect. I will act as an advocate for you whenever you need support and will be responsive to requests for assistance and support your career development.
- I will meet with you on a regular schedule that we develop together and at other times as requested. I will discuss my assessment of your performance and progress at least yearly and provide both positive encouragement and areas where you can grow.
- I will provide broad and detailed feedback on research design, drafts of documents, research papers or other materials. I do not expect to be an author on your dissertation chapters unless I have contributed in a substantive manner to the work and we both agree that my authorship is appropriate.