

Our mission as a scientific research and training group

Our mission is to advance understanding of how life works at a molecular level using the scientific method to design, conduct, interpret, and communicate experiments that provide the greatest achievable insight, with enthusiasm, rigor, and adherence to the highest ethical principles. Key parts of our mission include (i) using our resources wisely both to gain basic knowledge and to apply the knowledge to achieve scientific advances that help address current human problems like microbial disease and the need for renewable energy; (ii) communicating what we discover clearly in written publications and oral presentations to our colleagues to promote scientific progress and to the public to promote appreciation of the wonders and value of science; and (iii) helping each other learn to practice science properly and successfully.

Our group's collective expectations of each other

- *Treat your lab colleagues with respect, decency, and kindness regardless of position.*

To achieve our mission, all members of the lab from undergraduate helpers to senior scientists must treat each other as equals deserving of mutual respect for each other as individuals and for the value of their ideas and their intellectual and other contributions. Our group is diverse and our diversity in thought, in identity, and in perspectives makes us stronger and better able to solve scientific problems. Respect, promote, and celebrate that diversity to help us succeed.

- *Uphold your values both in and out of the lab.*

Science is a human endeavor and neither we as individuals nor science as a discipline can achieve their true potential if pursued without regard to the world around us. In this way, science is political. As a group, we will try to be the change we want to see happen. Each of us can contribute. Be an advocate for the changes you want to see in government and research relations. Use your platform as a scientist to speak out. If eligible, vote in local and national elections. In whatever way you best can, contribute to the fight for social justice. As a group, we actively recruit and support people from all backgrounds, and reject racism, sexism, and xenophobia in all forms. We will not be silent in the face of injustice. Supporting each other through world, national, and local crises creates a safe and supportive lab culture, and contributes to a safer world for everyone.

Our expectations: contribute to the group's mission and your success at UW & beyond

By joining our research group, you agree to work toward our mission and to always place it at the top of your priorities. Specifically, you are expected to:

- *Take ownership of your research and your educational experience*
- *Learn how to plan, design, and conduct high-quality scientific research*
- *Learn how to document and present your scientific findings*
- *Be honest, ethical, and enthusiastic*
- *Share credit for our achievements with everyone who contributes*
- *Be supportive and respectful of your lab colleagues*
- *Be a team player—help make the group and your lab colleagues successful*
- *Work hard—never give up!*

- *Learn to engage in the scientific method with enthusiasm*
- *Maintain a written lab notebook documenting your work that will remain with the group*
- *Take responsibility for publication and communication of your work*
- *Contribute your fair share to maintaining the lab in a fully functional state*
- *Treat the lab, equipment, supplies, and resources with care and respect for others*
- *Take primary responsibility for the successful completion of your degree (grad students)*
- *Complete your degree while a full-time, resident member of the group (grad students)*
- *Show up on time for meetings*
- *Be aware of and meet institutional and graduate program requirements*
- *Attend and participate actively in lab meetings*
- *Be a good collaborator*
- *Keep up with the scientific literature*

What you can expect from me

- *I will be your advocate and write strong letters of recommendation for you*
- *I will give you honest and confidential advice*

If you have problems and need someone to talk to, I will be available and will maintain confidentiality of anything you want kept confidential. To the best of my ability, I will give you advice that I think is in your best interest irrespective of my interests.
- *I will maintain funding for the lab's research*
- *I will ensure the lab stays functional and in compliance with University, State, and Federal policies and regulations*
- *I will encourage you to attend scientific meetings and will help fund your participation*
- *I will be supportive of your professional goals and try to help you achieve them*
- *I will read through and provide comments on your manuscripts in a timely fashion to exceed no more than two weeks barring time constraints such as travel or grant deadlines*

Lab Outreach

Communicating our research to the general public is part of our mission. As such, we should all take available opportunities to explain our research to the public in accessible forms. A crucial aspect of outreach is promoting publications through press releases, interviews, and, for those so engaged, via social media. Developing a more organized outreach activity, demonstration, or tool to explain our research to non-scientists would be welcome. A Lab Outreach page is available on the lab wiki to organize activities. Those interested in creating content and plans are encouraged to discuss ideas with me and to use the wiki to generate useful content, organize activities, and keep track of outreach efforts.

A fuller version of the lab mission and expectations document that provides explanatory material and expectations relevant to finishing research training is available upon request and to those who join our group.