Evans Lab: General Commitments and Expectations

Last updated: Dec 2020 (with input from Evans Lab) (GS=grad student; PD=postdoc)

Expectations of Sarah:	**Expectations of Lab members:**
Show respect for all lab members work, career and personal choices, learning styles, interests, cultures, backgrounds, etc. Foster a safe, inclusive culture that celebrates differences	Be respectful of me and your lab mates, our differences, and encourage this mutual respect and celebration of difference as a culture in the lab.
Commit to members' scientific or professional progress. I will do what I can to help you efficiently and successfully accomplish your goals, & push you to be the best you can be.	Take the lead on your projects and goals. You have to work hard in terms of time and effort. Ours is a very competitive field, and you need to do your best at each career stage.
Create an environment that fosters an open exchange of ideas and permission to make mistakes.	Be supportive of your lab mates (not competitive). Take their work seriously and you, in turn, will benefit from their advice and involvement. Being supportive means meaningful praise, encouragement, openness, as well as belief in their potential and to achieve a high standard, and constructive feedback.
Acknowledge my inherent position of power and take on responsibility that comes w/ it. This means being open to ideas and criticism.	Be honest and direct with me about how you're doing/feeling, with regard to classes, project, interactions with the lab, and interactions with me. Prioritize mental and physical health.
Provide a safe physical and ethical lab environment where careful, rigorous analyses can be performed. Hold everyone to the highest standard of integrity.	Be a considerate lab mate/officemate (clean up after yourself, keep distractions low, etc.). Conduct careful, rigorous work, and be completely honest about data quality. There will be no tolerance for any misrepresentation or falsification of data.
Regular interactions with lab members to keep updated on research and lab business.	Regular and clear communication regarding your needs. It will often fall to you to set up meetings with me and other colleagues to move your goals forward, or to communicate what you need to achieve your goals.
Help you develop projects that are interesting to you, relevant for scientists and the public, and for meeting lab expectations (e.g. as set by grants).	Do the background reading, research, thinking, planning, preparation, and wrap-up etc. to do your work well. Know there is inherent vulnerability in being a full-time learner, most questions are for clarity, and that confidence will come.
Make my best effort to obtain funding for lab projects, and communicate parameters and expectations for a lab-funded project.	Seek your own funding as opportunities arise. If supported on grants, perform a project that meet the grant's expectations (or as set by me), and participate in relevant reporting, presentations, or project activities.
Be an advocate for you and for the lab (e.g. securing lab/office space, admin support, beneficial programs, etc.)	Regular attendance, and active participation in lab meetings and KBS activities (e.g. seminars), and participation in hosting Evans lab seminar speakers. Alert us if you will miss.
Identify and encourage a variety of opportunities for the lab to interact informally, to build trust and comradery.	*Some* participation in the lab and KBS community (may but does not necessarily include receptions, social events, etc), however you feel comfortable doing so.
Provide opportunities for career development (e.g. invitations to give talks, connecting to other scientists, participate in workshops, etc.).	Work with me to set timelines to complete projects and publications, respect deadlines, and take the lead on completion. Know the timelines differ across different papers/projects/PhDs.
Provide opportunities for networking (e.g. send to meetings, respond to requests to introduce you to scientists, etc.).	When working with collaborators (whether in academia or other), be professional, respectful, friendly, and accessible.
Provide honest feedback: praise for accomplishments & criticism for improvement. Hold members to a high standard.	Listen to advice and critiques of your work, and respect critics' time. If I (or other colleagues or committee members) provide advice, I expect you to consider it carefully.
Work with you to identify committee members (GS) and other mentors that fill key gaps in lab knowledge, in skills (e.g. techniques), or gaps in career mentorship.	Be a team player - proactively help lab mates. Senior members in particular are expected to help newer members of the lab and KBS to navigate (e.g. choosing classes, ordering supplies, methods trainings, etc).
Respond to your requests in a timely manner. Generally allow 2-week response for feedback on papers and projects, and 3 day response for email, when not traveling or away	Be respectful of my other roles and responsibilities. I wear many hats and there are times that you'll wait. For most questions, ask one other lab member before you ask me.
Be flexible in accommodating your changing situations and goals.	Respond to any tough situations (personal or professional) or changes that arise in a mature and professional manner, and keep communication open.
Hold members accountable for following safety rules	Educate yourself on safety, follow procedures, & help others.