

Krook-Magnuson Lab

Mentoring Statement

The goal is to do good science. Doing good science requires

- Time and sustained effort
- Knowing the literature
- Planning ahead and reassessing throughout
- Keeping excellent records
- Analyzing data in a timely manner
- Honoring the data
- Questioning, always questioning
- Finishing and sharing your work so it contributes to our knowledge base
- Funding

In the K-M lab you are expected to

- Be a self-advocate and advocate on the behalf of your research. This includes letting Esther know if there are any issues, wants, or concerns.
- Know the literature, plan, keep orderly and thorough records, analyze data as you go, have always at least two copies of all data, trouble shoot, maintain sufficient focus to see a project through to completion in a timely manner, question conclusions, methods, and planned experiments, and participate in the dissemination of findings.
- Be an active member of the lab community, including attending lab meetings, identifying when supplies are getting low, and letting Esther know when any issues arise.
- Be respectful of everyone you interact with. Being respectful to other lab members includes leaving lab areas in a clean and orderly state, scheduling the use of shared equipment or space, and using resources as scheduled.
- Be mindful that we are lucky to receive support to do our research, and be good stewards of resources, including taking excellent care of equipment, not wasting supplies or funds, and not wasting your time or the time of others.
- Follow all safety and regulatory requirements and show respect for the animals used in our studies.

To help achieve these goals

- The KM Lab has weekly lab meetings, to share our progress and get feedback, discuss recent literature, and to address any general lab matters as they arise.
- The KM lab has informal events and celebratory dinners outside of the lab. These are entirely optional, but help to build a stronger lab community (/are fun).
- Graduate students and postdocs meet weekly, one-on-one, with Esther to discuss progress, unexpected hurdles, future directions, etc.
- Esther has an open door policy, and asks that you come talk (or email or phone) whenever there is a need.

Training you to be able to do good science now and throughout your career results in the following **additional considerations**.

- Graduate students and postdocs are encouraged to be mentors to undergraduates in the lab.
- Graduate students and postdocs write fellowships and manuscripts, receiving iterative feedback from Esther
- Graduate students and postdocs collect, analyze, and create figures for their data, with input from Esther at every stage.
- Graduate students and postdocs are encouraged to attend local seminars and symposia, and are encouraged to meet with speakers.
- Graduate students and postdocs present findings at conferences once their project is sufficiently far along. Prior to presenting data externally, internal presentations allow feedback from lab members.
- Graduate students and postdocs discuss with Esther their career goals and develop IDPs, to ensure additional tailoring of training or opportunities.

Additional notes:

- Data tampering, activities which threaten the safety of others, or harassment of others is not tolerated, and will result in termination and/or additional actions as appropriate.
- Failure in other areas, including but not limited to proper record keeping, timely analysis of data, or proper care of lab equipment will result in increased coaching. Continued failure will result in termination of your time in the K-M lab.
- Doing good science almost always requires that your schedule accommodates the science, not the reverse. Doing good science does not mean not having a life outside of science. Discuss with Esther if you have any obligations outside the lab that puts restrictions on your science schedule.
- You matter. If you become overwhelmed, please talk to Esther. Also note that mental health and counseling services are available.
- Remember that you do not succeed by never failing.