

Thrash Lab personnel expectations

As the **PI** of the Thrash lab, I am expected to:

- Obtain funding from external sources by which to pay for salaries, supplies, and general lab operations
- Ensure the overall integrity, quality, and rigor of the work that is produced by my laboratory
- Provide mentorship, guidance, and support to those who work in the lab, including, but not limited to, technical training for lab protocols and equipment, experimental design, project strategy and planning, manuscript preparation and submission, logistics, job searches, poster and oral presentations, teaching, letters of recommendation, and graduate curriculum choices
- Develop and nurture a culture of curiosity, exploration, learning, teamwork, and positive, solution-oriented attitudes throughout the lab
- Ensure a safe and supportive work environment free from any forms of harassment and dedicated to personal equality
- Be available to discuss scientific and personnel issues at most times of the day
- Develop and nurture collaborations with other PIs and their lab members
- Approve all abstracts, manuscripts, or any other representation of the research that comes from the lab
- Be timely and constructive with comments on abstracts, proposals, and manuscripts in preparation
- Present at and attend research conferences
- Give credit where credit is due and actively promote those who work for me
- Represent the lab with pride and integrity, and show respect for others

As a **graduate student** in the Thrash lab, you are expected to:

- Generally maintain a positive, solution-oriented attitude
- Cultivate your curiosity about the work you do and think creatively
- Actively participate in all laboratory group functions
- Be responsible for your own schedule, but are expected to be in the lab for full working days, with at least four hours overlap with the PI, and on weekends and evenings when necessary
- Be flexible, available, and willing to work beyond your personal schedule in emergencies or crunch times
- Clear any anticipated absences with me a couple of weeks prior to leaving so that all experiments and other work can be properly locked down or handed off for the days you will be gone
- Maintain a legible, organized, and fully-updated lab notebook in Evernote Premium so that sharing, version control, and cloud backup is implemented
- Maintain and treat all lab equipment with care
- Deal with research challenges in the following order
 1. Sit down and think about solutions yourself
 2. Look for answers in the literature
 3. Solicit advice from fellow lab-mates
 4. Seek advice of the PI. I'm always happy to discuss issues, but it's in all our best interests if you first work on the problem yourself.
 5. If we're still struggling, we'll go outside the lab for advice (see next)
- Include the PI on all communications regarding any lab research (yours or others'). This includes cc'ing the PI on emails and making the PI aware of any conversations outside of email. Basic research is a competitive environment, involving valuable intellectual property (ideas and techniques), and intense competition for funding at all levels. All members of the Thrash Lab are expected to exercise discretion in revealing the details of our work. This does not mean we will not be open with our work among colleagues, only that the PI needs to be aware of the communication beforehand. If you are unsure of what level of detail you can describe to whom, please ask the PI about it in advance.
- Although the department only requires one publication, my expectation is that you produce at least 3 first-author publications during your Ph.D.

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- Submit fellowship/grant proposals for personal funding at every eligible opportunity unless you are already funded
- Present at and attend research conferences
- Be familiar with and meet the deadlines and benchmarks laid out in the Departmental Graduate Bulletin
- Represent the lab with pride and integrity, and show respect for others. You are now an ambassador for the lab as well as a member- our reputation will partially be formed by how you interact with our colleagues.
- Have fun and get excited about contributing new discoveries about our world!

As an **undergraduate** in the Thrash lab, your first priority is school. We are happy to have you and excited for you to progress in your experimental skills, but your degree responsibilities come first. The lab supports your efforts to succeed scholastically at LSU, and working in the lab should enhance those efforts, not detract from them. If you can be successful in school AND have time to work in the lab, while you are here you are expected to:

- Generally maintain a positive, solution-oriented attitude
- Ask questions. Cultivate your curiosity about what you're working on, why you're being taught something, how what you're doing fits in to the larger picture, and make sure you've cleared up any confusion about a task before beginning.
- Maintain and treat all lab equipment with care
- Actively participate in whatever laboratory group functions you can attend
- Adhere to the agreed upon schedule of work hours, and be available and willing to work beyond it in emergencies, except,
- If scheduling conflicts arise, in which case be proactive and communicate effectively with me and any others depending on you
- Remain focused and task-oriented while working (e.g., avoid cell-phones, Facebook and other distractions)
- Maintain a legible, organized, and fully-updated lab notebook in Evernote
- Look for and submit fellowship/scholarship applications unless you are already funded (see Thrash lab website for some options)
- Include the PI on all communications regarding any lab research (yours or others'). This includes cc'ing the PI on emails and making the PI aware of any conversations outside of email. Basic research is a competitive environment, involving valuable intellectual property (ideas and techniques), and intense competition for funding at all levels. All members of the Thrash Lab are expected to exercise discretion in revealing the details of our work. This does not mean we will not be open with our work among colleagues, only that the PI needs to be aware of the communication beforehand. If you are unsure of what level of detail you can describe to whom, please ask the PI about it in advance.
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- Have fun and get excited about contributing new discoveries about our world!