

German Lab Commitments and Expectations

My commitment to you:

My expectations of you:

A strong commitment to your scientific progress. I will do all I can to help you efficiently and successfully accomplish your goals.	Take the lead on your projects and goals. You have to work hard in terms of time and effort. This is a competitive field, and you need to do your best!
Regular interactions with lab members to keep updated on research and lab business.	Regular communication with me. You are also responsible for setting up meetings with me and other colleagues to move your goals forward.
Help develop projects that are interesting to you and relevant for scientists and the public.	You are responsible for doing the background reading, research, thinking, planning, preparation, etc. for your project.
Make my best effort to obtain funding for lab projects.	If supported on lab grants, I expect you to put in the hours required by that position, without me having to be sure you are fulfilling your responsibilities.
Be an advocate for the lab (e.g. space, administrative support, beneficial programs, etc.)	Regular attendance and active participation in lab meetings and activities.
Provide opportunities for career development (e.g. writing, reviewing, workshops, courses, etc.).	Publish your work in a timely manner.
Provide opportunities for networking (e.g. scientific meetings, introduction to scientists).	When working with collaborators, be professional, respectful, friendly and accessible.
Provide honest feedback, including praise for accomplishments and constructive criticism when improvement is needed (e.g. presentations, manuscripts, proposals, experiments, lab practices, etc.).	Follow up on advice and critiques of your work. If I, or other colleagues suggest that you do some reading, or rethink your design, I fully expect you to carefully think through those suggestions and be ready to discuss any changes you've made, or the reasons for not adjusting your plans in response to input from others.
Identify committee members and other mentors that fill key gaps in lab knowledge.	Listen to your committee members and mentors.
Work with you to develop the skills needed for your project (e.g. statistics, analytical techniques, etc.).	Be a team player— help out your lab mates with experiments, methods training, etc., and also ask them when you need help. Share lab resources within our lab and with our colleagues.
Respond to requests in a timely manner.	Be respectful of my other roles and responsibilities. You will get the time/effort you need from me, but there are times that you'll have to wait.
Be flexible in accommodating your changing goals.	Respond to any tough situations that arise in a mature and professional manner.
Provide a supportive and respectful environment that fosters an open exchange of ideas.	Commitment to be supportive of your lab mates, not competitive. Take their work seriously, and you will greatly benefit from them. Being supportive means not just praise, but also constructive criticism.
Openness to ideas and criticism.	Be honest and direct with me about how you're doing/feeling, with regard to your classes, project, interactions with the lab, interactions with me, etc. I need to know both the good and the bad!
Show respect for work, career choices, personal choices, etc.	Commitment to be respectful to your lab mates, and to earn their respect.
Provide a lab environment where careful, rigorous analyses can be performed.	Be a considerate labmate (clean up after yourself, keep distractions to a minimum, etc.). Conduct careful, rigorous work, and be completely honest about data quality. There will be no tolerance for any misrepresentation or falsification of data.
Fun! Fun with science! And an occasional break from science to have fun with your labmates.	Help maintain a positive and fun atmosphere in the lab, and show excitement about what you're doing.