

Groussin-Poyet lab culture - Values, Goals, Attitudes and Practices

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Overview

It is **our** responsibility to provide **you** with the resources and support you need to carry out and publish high-quality research, and assist **you** in achieving your career goals.

It is **your** responsibility to be passionate about your work and advance your career by doing the best, most reproducible science possible.

Every person and every project has different needs that change over time. Please keep us updated on your scientific and personal aspirations, as well as desires to change the organization and frequency of our interactions.

Lab culture

Please help us create and maintain a vibrant research environment that is intellectually stimulating, productive, collaborative, fun, emotionally supportive, and conducive to learning and personal growth.

In addition to the above:

- Be generous and kind (most other points follow from this one).
- Maintain the highest level of scientific integrity towards us, your lab mates and the scientific community. Be honest to us, because it's OK to make mistakes. It's not OK to conceal them.
- Be willing and available to assist other members in the lab. Your lab mates are not your competitors. Solicit help from me or other lab members if you are stuck in your projects.
- Actively participate in lab meetings. Always provide constructive and kind criticisms to people who present.
- Give lab members ample credit when it comes to acknowledgements or authorships on papers (generosity is always rewarded).
- Be responsive on email or other forms of communication within the lab (slack, whatsapp, etc) during work hours. You're not expected to be responsive when on vacation, maternity/paternity leave, or sick leave.
- Don't overwork. Take care of your mental health and enjoy life outside of work! If you feel stressed or burnt out, please reach out to us immediately. We're here to help.
- If you see a student/postdoc struggling and/or hear that they are having personal trouble, please bring this to our attention right away.

Commitment to excellence

We want to build a lab with an ambitious research program and produce high quality science that has positive impacts on society. For this, constantly seek out ways to improve yourself (knowledge, skills, etc) and the lab (pipelines, organization, etc). Hold yourself to the highest

standards in terms of reproducibility, innovation, and clarity. With gentleness and compassion, hold other lab members to these standards as well.

Meetings

For the first two months, we'd like to meet with you at least once per week. After two months, meetings will likely be as needed. Of course, if you would like to meet more frequently let us know. We certainly do not want to burden you with meetings. At the same time, we believe that regular meetings during the first few weeks help us know you better and make sure we position you for success.

We will meet formally once a year to touch base on your progress and plans. Our objective with these meetings is to make sure you are effectively working towards your career goals.

Timelines and productivity

Postdocs: We expect that you will have at least one first-author manuscript submitted before moving on to your next position. It is expected that you will spend time either for finishing up papers from your previous position, or for applying for your next position. Overall, we expect that you dedicate time to research in our lab as your primary focus, with >80-90% effort.

Postdocs are strongly encouraged to apply for at least one fellowship at the beginning of their time in the lab. It provides more funding to the lab, but also more flexibility and opportunities for your own research projects. It tremendously helps gaining experience in grant writing, and, in case of success, looks great on a resume, as it demonstrates your ability to obtain independent funding. We are here to help you write such fellowship proposals.

Graduate Students: We expect that you have at least 3-4 full years where research in this lab is your primary focus. We expect that you will have at least 2-3 first-author manuscripts submitted before moving on to your next position (this may vary somewhat depending on whether your work is experimental or computational, whether it involves sample collection, clinical work, or field work, and whether it involves supervision with a co-PI). We should meet every year to discuss your progress. A year before your defense, we should meet to discuss your next career stage, so that we can secure an optimal situation for you after you graduate.

Informal and formal mentorship and collaboration

Senior students and postdocs play crucial roles in the mentoring and education of more junior fellows. We hope that you will express willingness to help other members of the lab, and informally advise them on their work (e.g. show them how you organize and strategize, give them advice on methods, chat with them about science, etc.). In case you do, we wish that you will be involved in at least one project beyond your main project in collaboration with another lab member. Experience in mentorship and collaboration will be useful to you when moving forward in your career. It looks great on a resume, and we will make sure to emphasize and value your effort in reference letters.

Working with collaborators

Please let us know before you reach out to a potential collaborator, and CC us on key emails. When contacting collaborators, you are representing the lab, the institute and CAU, so please be courteous and professional.

Conferences

We will encourage you to prioritize online conferences, to reduce carbon footprints. But we also acknowledge that in-person conferences facilitate networking. We will try to help you as much as possible to find the right balance between building your scientific career and mitigating climate change.

We will provide financial assistance for you to attend at least about 1 big conference (online or in-person) per year and multiple small, local ones -- we should strategize together about which meetings make the most sense. Try to apply for travel awards. If you'd like to practice your talk in front of a group before presenting for wider audiences, please reach out to us and we'll dedicate time to it.

Documentation of experiments and analysis

Be sure to document your wet-lab and dry-lab work so that another scientist is able to reproduce your experiments/analyses. We prefer that this documentation be digital, rather than analogue. Keeping a physical lab notebook is great, but please transfer relevant information into a digital format that can be easily shared with others. Documenting your computational work (e.g. ipython notebooks or R markdown) on a Github repository is a great way to keep track of your code with version control. For wet lab notebooks, please follow [this excellent list](#) of good practice tips.

Sharing data and code

Writing code that is quickly understandable and usable by others is hard, but we hope we can work together to minimize this burden. Take the time to write basic documentation and highlight potential pitfalls. The first attempt should be to use, improve, and extend existing pipelines in the lab rather than to create new pipelines. Barring any major legal hurdles, all code and data involved in a peer-reviewed publication should be made freely available to the research community and be directly referenced in the publication itself (regardless of journal policies). Unpublished data and code can be made available to lab members and collaborators, as needed. We encourage you to make your code publically available when preprints are uploaded.

Enabling long-term usage and storage of your data

We expect that you embrace the highest standards for the storage and documentation of data on university's servers. After leaving the lab, fellow colleagues may need to access the data that you generated. We expect that you keep a record of the location and file names of raw and quality-processed data files, and that you share this info with us before leaving. It is also absolutely necessary to back up the raw data files on a long-term storage server. This should be done immediately upon data generation, and you should verify it has been done before leaving the lab.

Communicating your science to the public

We encourage people to write blog posts and popular science articles to highlight your work to a broader audience. We would prefer that you share these summaries with ourselves and

other lab members for feedback and edits prior to publication (always best to have another pair of eyes take a look). Blog posts can be published on our lab website, and we can also look for opportunities to publish posts on other platforms. You should feel free to talk with journalists about your work, but try to let us know beforehand. Always be mindful that you are representing the lab.

Project ownership when leaving lab

If you embark on a project of your own design when in the lab and want to extend in this direction for your own academic career, please bring this up with us in the early stages so that we can plan accordingly. We will be as flexible as possible to ensure your ongoing success.