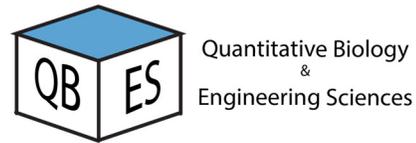


# Laboratory Contract



## **Trainee/Employee Job Description (this is what I expect from you)**

- Perform of research that is in alignment with both the Director's goals, and your goals to the best of your ability
- Learn to be an independent scholar and thinker
- Provide general support for the ongoing operations of the lab, provided that they 1) do not significantly affect research work in an adverse manner, and 2) are not unreasonable.
- Be reasonably responsive, timely (including deadlines), available, and above all else, useful
- While taking classes, perform to the best of one's ability
- Acknowledge feedback that is provided, and where possible and/or relevant, implement it
- Provide periodic and meaningful feedback to the director
- Attend departmental functions (e.g., seminars) when reasonably able to do so
- Respect the director's outside commitments

## **PI/Supervisor/Advisor/Director Job Description (this is what you can and should expect of me)**

- Provide training/experience/work that aligns with my research goals, and simultaneously meets your goals and prepares you to pursue your future plans.
- Be reasonably responsive, timely (including deadlines), available, and above all else, useful.
- Assign tasks that are reasonable and useful in size and scope. Total workload (e.g., tasks, research duties, coursework, outside commitments) will be considered when assigning tasks. The ultimate purpose of any assigned task will be made as transparent as possible so that the individual understands not only the task, but why the task is necessary.
- Respect (within reason) outside commitments, particularly those centering on family and health
- Be a sounding board for professional, and where reasonable and desired, personal issues.
- Provide periodic and meaningful feedback on performance within the lab
- Acknowledge feedback that is given, and where possible and/or relevant, Implement it
- Attend departmental functions (e.g., seminars) when reasonably able to do so

## **Lab Environment Expectations (this is what you can and should expect from everyone in this lab, including the director)**

This lab strives to be an environment in which people are able to learn, grow, have fun, achieve their maximum potential, and perform outstanding scientific and technological research and development. As such, this is an environment where individuals are treated, and treat each other with kindness, dignity, and above all else, respect. This lab adheres to the Department of Biology's ARISE values (they are located on the door when you come in). We all come from different backgrounds and have different ideas – that's what makes us strong. However, for this to work, we must AND WILL treat each other with respect, even when we disagree. We also aim to uphold and hold ourselves to high ethical standards. THERE IS NO ROOM OR TOLERANCE FOR DISRESPECT OF ANYONE, OR UNETHICAL BEHAVIOR IN THIS LABORATORY. The laboratory will attempt where possible and reasonable to reconcile, mediate,



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address, or resolve misunderstandings, issues, problems, or concerns, as these inevitably arise amongst a group of people. However, if a pattern of disrespect or unethical behavior is found, or unreasonable behavior goes unresolved or is severe enough, that lab member will be disciplined, or possibly dismissed from the lab.

I \_\_\_\_\_ have read this contract and am in agreement with its terms and expectations. I understand that failure to meet these terms, or violation of the “Lab Environment Expectations” may result in disciplinary action, or my dismissal from the lab.

\_\_\_\_\_  
Dr. Brian Kyle Taylor