Broadie Lab: Graduate Student Mentoring Compact

Doctoral training in the Broadie Laboratory is primarily intended to develop the skills for a research-related career in academia or industry. I will do my utmost to ensure that everyone has ample opportunities to acquire research skills for their future career.

I will be supportive of all other science-related career path choices. I will create an environment to discuss and explore career opportunities and paths, matching skills, values, and interests. I will be accessible to give advice and feedback on career goals.

Throughout the training time in my laboratory, I will be supportive, equitable, accessible, encouraging, and respectful. I will work to foster everyone's confidence and encourage intellectual development, critical thinking, driving curiosity, and expressive creativity.

I will show the highest respect for all students as individuals without regard to gender, race, national origin, religion, disability, or sexual orientation. I will do my utmost to maintain a relationship with everyone based on mutual trust and mutual respect.

I will also do my utmost to provide an environment that is emotionally supportive, safe, equitable, free of harassment, and intellectually stimulating. With open communication, I will respect the needs, experiences, and emerging interests of each and every person.

I will cultivate a culture of tolerance in my laboratory. I will teach tolerance by example, and I will ensure that all members of my laboratory show proper professional respect and inclusion for their fellows, regardless of any differences between individuals.

I commit to learning that advances my knowledge and the institutional goals related to diversity, equity, and inclusion. This includes my participation in organized training, as well as diversity-oriented seminars, discussion groups, and institutional activities.

I will be knowledgeable of, and guide each student through, all of the requirements and deadlines of the graduate program and the institution. This is particularly important for us, given our lab's participation in multiple graduate programs and institutions.

I will promote training in all the professional skills needed for a successful career. These include oral and written communication, grant writing, management and leadership, collaborative research, responsible conduct of research, teaching, and mentoring.

I will uphold rigorous standards for conducting ethical and responsible research, guided by institutional and federal regulations. I will instill guidance for animal care, laboratory safety, data collection, data reporting, data sharing, authorship, and peer-review.

I will clearly define expectations for the responsible conduct of research in my laboratory and will make myself available to discuss ethical, safety, scientific rigor, experimental reproducibility, and all related concerns at any time with members of my laboratory.

I will clearly define expectations for the highest standards of scientific conduct, provide opportunities for discussion of these topics, and make myself available to discuss any related concerns as they arise. I will guide students to outside training opportunities.

I will develop a research rotation that supports the interests and goals of each student. I will discuss this plan weekly with each rotation student, review the plan's progress, and help guide the research direction for the coming week's rotation research period.

I will provide guidance, advice, and regular performance feedback. I commit to ensuring that each student provides timely and accurate progress reports. I will provide direct written input on all progress reports, and meet with the student to discuss any needs.

I will help each student selects the best thesis/dissertation committee. I will assure that this committee meets at least annually (or more frequently, according to the student's needs and program guidelines) to review and discuss progress and plans.

I will work with each student to create a tailored individual development plan (IDP), which will be used as the basis for discussions as we move forward through graduate training. I will respect and support all career goals, as stated in the annual IDP.

I will work with each student to help plan and guide the research project, set reasonable and attainable goals, and establish a reasonable timeline for completion of the project. This project will conform to the individual interests and goals of each student.

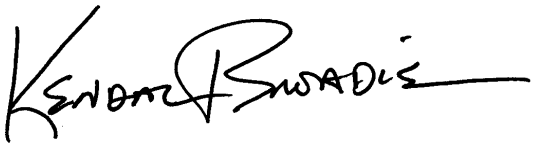
I will help develop a mutually agreed research plan with well-defined expectations and goals. I will meet one-on-one with each student on a regular basis. I will regularly review each student's progress and provide timely feedback and goal-setting advice.

I will regularly meet with every graduate student to review data management, storage, and record keeping. I will discuss with the student intellectual policy issues regarding disclosure, patent rights, and publishing of their research discoveries.

I will provide opportunities for every student to discuss their science and research findings within the laboratory (e.g. lab meetings), institution (e.g. retreats and research days), and the broader scientific community (e.g. national and international meetings).

I will encourage each graduate student to attend and present their research at scientific and professional meetings. I will try my utmost to secure and facilitate funding for such activities. I will help he student write grants and apply for independent funding.

I will discuss with every graduate student authorship policies regarding all publications. I will provide guidance in ensuring the student's work is published in a timely manner. I will provide guidance and assistance in all stages of the submission/publication process.



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