

The MacLeod Lab at Bangor - Expectations and Values



Last updated Oct 2021

My goal as group leader is to create and maintain an environment in which every one of us can learn and thrive while doing great research and building skills for careers in or out of academia. As part of this goal, this set of expectations and values will serve as a touchstone for our group in terms of what we should expect from one another. This will be updated regularly, and all group members will have the opportunity to provide thoughts and feedback on it.

OUR VALUES

First and foremost, The MacLeod Lab welcomes and supports ALL aspiring scientists. There is no room for racism or any form of discrimination in our group. As a group we will strive to build an inclusive, supportive, collaborative, constructive and fun culture in our lab. Everyone has different needs, requirements, and goals, but also offer different expertise and skill sets. These experiences, skills and perspectives are an asset to our group.

A simple group motto to sum it up: be kind.

WHAT YOU CAN EXPECT FROM ME AS YOUR MENTOR

By welcoming you into my group, you can count on me to:

- provide a supportive and inclusive environment
- support you in your project, including providing suitable training and resources – if I can't provide this myself for whatever reason, I will facilitate it for you
- meet with you regularly
- work on a development plan with you so that we can collaborate on planning and meeting your own goals, and building the skills that are important to you

- provide feedback on analysis, drafts, etc in a timely manner
- do whatever I can to help you in your career path, whether you decide that is in science or not

I am excited to have you in my group! I can't promise I will get everything right the first time, but I can promise that where I fall short, I want to know that so I can do better. If you feel that something is missing from this list, or that I am not meeting these expectations in some way, please tell me.

WHAT I EXPECT FROM YOU

In brief, the basic things I expect of group members is that you:

- take responsibility for your project, and your development goals – I will of course be here to guide you throughout, but ultimately this is your research experience and it's up to you to be the motivating force behind it
- uphold high standards of research integrity – don't steal or fabricate data, and don't plagiarise
- communicate with me about your needs, progress, and wellbeing
- participate in group meetings and departmental events, and make the most of being in such a wonderful hub of research
- be a good lab-mate (see above: be kind). Bullying, harassment, or discrimination of any kind will not be tolerated

A note on work hours: I fully recognise that everyone has different optimal working hours, and luckily academic research can accommodate this to a large degree. While I generally keep to a 9-5ish work day, I know this doesn't work for everyone, and I won't be policing your in-office hours. However, I do expect that all members will be physically present for a reasonable number of hours during the week, which will change depending on circumstances. As we've learned during the COVID pandemic – research in isolation can be a lonely and demoralising experience! So I do encourage you to make the most of your peer group, and I expect everyone to attend group meetings and journal clubs in-person or virtually. But as always, communicate with me about your needs.

While I want you to work hard, I strongly believe in the importance of work-life balance and I expect the same of you. Your physical and mental health always comes above research. Please take holidays as though this was a regular job. Overworking has deleterious effects and I do not expect you to work outside normal work hours. Burnout is common and we want to avoid it.

**A note on the group name! I thought long and hard about potential names for the research group that would signify a unifying theme as well as being unique – and I'm not sure such a name exists given the broad range of research topics we could conceivably cover, and not being limited to one species or taxonomic group. In the end, I decided that naming the group after myself provides a simple touchstone that will unite all our work – it is not meant to suggest ownership of ideas, or research. You are under no obligation to use it in any formal setting.*