***Expectations for Undergraduate Students, Graduate Students, and Staff in the Fidy Lab**

Fidy Lab. Together, our mission is to conduct high quality, reproducible science and produce high quality scientific results focused on the Ecology of Infectious Diseases, embracing the One Health Concept. We are committed to building and maintaining an enjoyable, safe, friendly and accepting environment for everybody where integrity, honesty, collaboration are central to the culture. I aim for the work you do as a member of our lab to be both personally and professionally fulfilling and I am committed to helping you learn, grow and shape your career.

All Members of the Fidy Lab commit to the following:

Practice and show respect and kindness. We welcome and value different perspectives. It is the responsibility of all lab members to cultivate a collegial, kind, and accessible atmosphere in which each of us can learn and grow. Respect your fellow lab-mates, respect their culture, their religion, their beliefs. Practice kindness and respect when providing constructive feedback and be gracious when receiving feedback.

Be honest. It is essential to conduct reproducible experiments, to produce high quality data, and take detailed notes and annotated code. It is NEVER okay to commit research misconduct which includes:

- **Fabrication**: Making up data or results and recording or reporting them.
- **Falsification**: Manipulating research materials, equipment, or processes, or altering or omitting data or results so that the research is not accurately represented in records or reports.
- **Plagiarism**: Using another person's ideas, processes, results, or words without giving appropriate credit.

It is okay to make mistakes, but when we do, we are honest about it, we admit them, and then we correct them and move on.

Communicate. Communication is essential. Please ask questions. Ask for help when you need it. Ask for clarification when you need it. All communication - online and in person - should be appropriate for a professional audience including people of many different backgrounds. Should you ever have conflicts with fellow lab members, you can feel safe coming to me to see if we can address the issue. If you have a problem with me and aren't comfortable telling me about it, tell another member of the Biology department.

Take responsibility for lab commitments made. Do your best to meet deadlines and be honest about when you cannot meet deadlines. Be respectful of each other's time – be on time to meetings and events.

Work on what you're passionate about, work hard at it, and be proud of it.

- This is your journey. Be self-motivated.
- Be proactive about pursuing opportunities.
- Celebrate one another's successes and achievements and don't be afraid to share yours with the lab.

Work as a team. Science is collaborative. Support your fellow lab-mates, help them out if they need help (even if you are not on the project). The work that you contribute to a lab project will be acknowledged in a way that corresponds to the contribution to the product. In academic

research, the primary means of recognition are publications in journals and presentations at conferences. An essential component of these publications and presentations is the proper allocation of credit through authorship and acknowledgements. We generally follow the recommendations set forth by the International Committee of Medical Journal Editors (ICMJE).

Maintain good work-life balance. Have a life outside of the lab, take care of your mental and physical health, and don't feel bad for taking time off work. You are NOT expected to come into the lab on weekends and holidays, and you aren't expected to stay late at night. you are expected to get your work done (whatever time of day you like to do it). We are each welcome to send work-related emails or pull requests over the weekend or late at night, but no lab members are required to reply to them outside of their typical work hours.

Major Advisor-Student Expectations. Below is a list of mutual expectations for students in the lab. I expect you to read this list and enter into a contract with me, your major advisor. Please read through the document, ask questions, and give feedback. This is a 'living' document.

What you can expect from me:	What I expect from you
I will work diligently with you leading the way. I will help you achieve your degree completion and career goals while also contributing to the overall research mission of our lab. I will help you work on time management to balance your time between different project responsibilities (lab work, analysis, writing).	I expect that you map out your timeline and keep an eye on it. I'll also do this to some extent, so major milestones don't sneak up on you. Schedule annual check-ins with me to discuss your Individual Development Plan, organize/make plans for project design, set up short-, mid-, long-term goals for making progress. I expect that you keep me updated on how progress is going and to communicate on both the positive and negative of your project. I expect that you consider and act on feedback provided.
I will work to financially support your project, and I will also work with you to find student funding opportunities to fund work that may be beyond currently funded topics.	I expect that you communicate what lab supplies are needed to complete work prior to supplies running low. When you are working on new protocols, I expect that you prepare item lists of supplies needed. In the case of student fellowships, I expect that you lead the proposal draft.
I will communicate regularly with you. You can expect to meet with me weekly (or every other week) for 30-60 minutes. I will let you know in advance if I need to miss a week.	I expect that you keep an open line of communication with me. I expect that you let me know your progress and feel comfortable with bringing up challenges that may arise.No one in the lab will get upset with you for making a mistake, but we will be upset if you make a mistake and don't pause to discuss it with us.
I will help you develop skills that are needed for your project.	I expect that you read through materials provided to you when learning skills. I expect that you practice new methods before scaling

	up to process samples. I expect that you ask questions and strive to perfect methods. I expect that you learn skills to the point where you can teach and mentor someone to learn the skill.
I will also support you and your career goals. I will work to mentor you to gain other skills that may be outside your immediate project.	Tell me what your goals are, and communicate what skills you have identified to be important for you to develop as a scientist.
I will work with you to develop your independent research project.	I expect that you put in the work to read the literature and clearly identify the scientific gap(s) in knowledge that your project will address. I expect that you familiarize yourself with past and ongoing work conducted in the lab.
I will work with you to problem solve through field, lab, and computational issues that arise.	I expect that you read through protocols and ask questions as needed. I expect that you keep detailed notes for field, lab, and computational work. These activities contribute to reproducible science principles.
I will provide timely feedback on oral and written work.	I expect that you work to meet deadlines to keep making progress. I expect that you communicate when you have questions about feedback that I or others provide. I expect that you work on writing strategies to regularly be writing science (proposal, results write up, methods, etc.).
I will provide positive feedback on your accomplishments and provide constructive feedback on areas to work on.	I expect that you provide feedback and constructive criticism on work that I or other lab mates share. I expect that you will attend weekly lab meetings: We typically use these to discuss papers and give feedback on manuscripts and talks. We're also always looking for volunteers to lead lab meetings on topics (e.g. data management) or skills (e.g. how to make a great poster).
I will encourage you to develop professional skills that are critical for communicating science.	I expect that you prepare for science communication activities with plenty of time to get feedback and edit drafts. I expect that you plan enough time to practice prior to giving presentations. I expect that you practice and incorporate constructive criticism graciously.
I will help you network with individuals that are important for your career development and project progress.	I expect that you let me know if you have questions about networking prior to events. I expect that you let me know if there are particular people or organizations that you are interested in networking with.
I will work with you to meet deadlines and make progress toward milestones.	I expect that you work with me and collaborators to decide on reasonable timelines for project progress. I expect that

	you communicate if timelines will not be met or if challenges arise deeming timelines unachievable.
I will advocate for you as you progress through your project and degree.	I expect that you keep me updated on how your progress is going.
I will provide a lab environment where you will be supported to complete rigorous, careful work. If unexpected personnel challenges arise between lab members or outside collaborators, I will work to mediate and find solutions to moving forward.	I expect that you communicate when barriers or challenges arise between lab members or other collaborators. I expect that you are accountable to yourselves and each other with regards to the work being done.
I will foster opportunities for career development.	I expect that you take time to attend seminars even if they are outside your immediate project (which more often than not, they will be). This includes attendance of weekly Biology seminars and Research In Progress Seminars.
I will foster a lab atmosphere that respects work-life balance. I hope that lab members enjoy the work and each other's company.	To maintain good progress toward your goals, I expect that you take good care of your physical and mental health. I expect that you look out for one another and bring up any concerns for a lab mate's well-being.

I, [student], have read this document. I understand the expectations and will work to meet the expectations detailed in this document.

Name (print):

Signature:

Date:

I, Fidisoa Rasambainarivo, have read this document. I understand and will work to meet the expectations detailed in this document.

Name (print): Fidisoa Rasambainarivo

Signature:

Date:

**This list was inspired by the lab expectations document of Dr Ariane Peralta at ECU and Dr. Sharon Hall at Arizona State University. This is a living document, and all students are welcome to update the list as needed.*

Documented updated 25 Jul 2024.