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**Lab Expectations**

**Welcome to the Deep Time Biology Lab!**

I want my students to launch successful and satisfying careers. Your experience in my lab should be fun and challenging. But what should you expect from working with my group? Here, I outline some expectations for students, postdoctoral associates, and myself.

**Scientific Virtues.** Robert Pennlock (Michigan State University) led a team that surveyed 400 top scientists in the US about the scientific virtues they thought were most important (*Nature*, vol 532, p. 139, 2016). We should endeavor to cultivate the top five:

1. Honesty
2. Curiosity
3. Perseverance
4. Objectivity
5. Humility to evidence – the willingness to abandon ideas that conflict with data

**Expectations You Have of Me**

Research is hard – I am here to help and support you; to be your ally and champion your interests. You should expect me to provide advice and guidance for your growth as a scientist. Specifically, you should expect me to:

1. Create an environment that is equitable, supportive, safe, and free of harassment.
2. Help you navigate university policies.
3. Help you set and achieve yearly goals.
4. Provide guidance and critical feedback on projects, papers, and presentations.
5. Ensure that you are fairly credited for your contributions on presentations and papers.
6. Help you secure financial support for tuition, research, and travel.
7. Help you balance academia and personal life. Science is hard work, but it should be fun!
8. Help you find a position after leaving my lab – assuming you have met the expectations outlined here. We are now part of an academic family.

**Expectations I Have of You (& You Should Have for Your Lab Mates)**

And I expect that you will:

1. Work independently, ethically, & hard.
2. Be dependable: meet deadlines & expectations without excuses.
3. Share a commitment to, and foster, diversity, equity, and inclusion.
4. Understand and follow our Quality Assurance Plan.
5. Represent your teammates positively and professionally on- and off-line.
6. Get authorization from me for sharing lab content on- or off-line.
7. Talk to me in person about complaints, challenges, and goals.
8. Attend lab meetings and one-on-one meetings.