**Data Science Fellows Fall 2022 Expectations Agreement**

The Data Science Fellows program serves as part of the Office of Data Science Services goal of establishing a powerhouse for health analytics by creating and supporting a robust data-rich ecosystem that has minimal friction at the boundaries of technology, compliance, and usage. This program aims to provide researchers with a coordinated suite of data science training modules, and consulting, project, staffing, and networking services. In short, this can be summarized in the more concise vision and mission statements of the program:

**Vision:** A future where research is never computationally limited

**Mission:** Train and develop a long-lasting community of postdoc data science fellows

The nature of the Data Science Fellowship is highly collaborative with a focus on open science and reproducibility. We strive to create and foster an environment of psychological safety so that everyone feels comfortable sharing ideas and contributing to conversation. By joining the Data Science Fellows, you must agree to the principles and code of conduct, detailed below.

We are dedicated to providing a welcoming and supportive environment for all involved with Data Science Fellows program, regardless of race, religion, background, gender-identity, sexual orientation, age, disability or any other identity. By participating in this program you agree to contribute to making it respectful and inclusive. Harassment or bullying will not be tolerated and any form of behavior or language intended to exclude, intimidate, or cause discomfort is a violation of the code of conduct.

Behavior encouraged to create a positive and professional environment include:

* Using welcoming, inclusive language
* Be respectful and open to differing viewpoints and experiences
* Leverage the variety of backgrounds unique to each postdoc in the program
* Practice open, honest, and respectful communication
* Be open-minded and receptive to constructive criticism

If a problem arises, please contact one of the program faculty:

Tina Johnson at tina@arizona.edu

Maliaca Oxnam at maliaca@arizona.edu

And report more serious matters through the appropriate [campus resource](https://hr.arizona.edu/supervisors/workplace-climate).

**Data Management:**

This program involves a focus on open, reproducible science and while there are no specific rules on data management for your plans, it is expected that you adhere to best practices as they suit you, striving to maintain the highest level of open science principles you can manage. It is encouraged that you version control and thoroughly document your work with readme files, github, R markdown, or similar techniques so it is intelligible and accessible in the future, with the intention of eventually publishing work and data to public repos. [FAIR](https://www.nature.com/articles/sdata201618) data management practices should be followed as much as possible.

**Role Expectations:**

For the first 6 months of the Data Science Fellowship program, the participants will be considered “junior fellows”, meaning there will be a greater emphasis on the training and learning activity vs. the “senior fellows” who, in the last 6 months, will serves as peer mentors and resources for the community.

Faculty Responsibilities to Fellows:

* Provide opportunities for networking and professional development
* Create space for constructive conversations about relevant data science issues
* Foster a safe, inclusive environment in which all feel able to share

Expectations of Fellows:

* 20 hours a week must be spent in the DSF space and/or on DSF activities
* Enthusiastic community involvement
* Participate in and help with relevant workshops outside of core hours when possible
* Meet with mentor regularly (every other week)
* Participate in program discussions and events

Additionally, the Data Science Fellow is expected to be an outstanding example and role model in the data science field. Fellows should be committed to community engagement, passionate about data science in health sciences, and continue to demonstrate and spread best practices in data management.

**What we ask of you:**

1. Participate! **Keep your cameras on** as much as you are able to. We understand that sometimes this is not possible, but we do ask that if you must keep your camera off for some reason, that you participate via mic, chat or reactions to remain engaged.
2. In person event attendance: there will be regular social events that will be shared with you aimed at increasing cohort engagement and collaboration. Informal, unstructured events are an excellent way to get to know more about each other. **Please attend as many as you are able to**.
3. Hacky Hour/Coffee and Code/Library R Lessons: These events take place every week and include the broader data science community. **You will be required to attend once per month** in order to increase your community engagement and give you a chance to see what needs and expertise exists within the community. We encourage you to attend more.
4. **Communicate with your advisor**. Work with your home laboratories and departments throughout the semester to identify needs you can focus on when learning data science skills.
5. **Fill out the regular surveys** when I send them out each week. Please do not make me track you down, these are for your benefit and should not take a significant portion of time.
6. Work together outside of scheduled meeting times. Including lecture, discussion, social events, and Hacky Hour, you should be **dedicating 20 hours of your time each week** to this fellowship. Use Slack, Zoom, email, or meet in person to discuss and collaborate with your cohort. Dedicate time to looking further into concepts you see potential in and applying them to your research.

(This code of conduct was based largely off of those of the [Deep Skies Lab](https://deepskieslab.com/how-we-work/), [Carpentries Workshops](https://docs.carpentries.org/topic_folders/policies/code-of-conduct.html), and [Ross-Ibarra lab](http://www.rilab.org/expectations.html).)