

Ponisio Lab Mission

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1 Mission statement

- Research: We seek mechanisms for slowing or preventing the loss of biodiversity, specifically native bees.
- Teaching: Encourage people to be good decision-makers and critical thinkers, and cultivate a sense of environmental consciousness and biophilia (biodiversity appreciation) in others.
- Mentorship: Recruit & retain new people to science through familiarizing students with the scientific process and the fundamentals of ecology. Empower, celebrate and welcome members of underrepresented groups.

2 Core values

1. Empowerment & development: a focus on believing that with the appropriate dedication and practice we can attain any skills and knowledge we desire.
2. Value and promote diversity: a diversity of backgrounds and experiences is essential for the progression of science.
3. Collaboration: community and collaboration are key to sustaining success in scholarly inquiry. We value and seek collaborations inside and outside the lab with relevant stakeholders, including government agencies, non-profits and land managers.
4. Collegiality & humanity: a healthy community is one in which collegiality, respect, kindness and empathy are guiding principles.
5. Sharing: data, code, and protocols should be shared whenever possible, in ways that enable reuse and discovery.
6. Engagement: communicating science in a variety of formats to diverse audiences is an essential component of being an ecologist.