

This is a living document, which means it grows and evolves

Updated by lab: 11/4/24

Commitments to the Martin lab from Adam:

Core:

1) I will ensure that this document is presented and discussed with new lab members.

2) My number one priority is to support you as a person. This will involve learning about you and discussing your individual needs and goals. As part of the 'onboarding' process, we will discuss what you need as a trainee and what I need as a mentor. Your needs as a trainee will change over time (i.e. as you gain experience). Thus, successful and continued communication throughout your time in the lab will help me to successfully support you as the complicated human you are. I don't expect you to share things that you are uncomfortable with and will leave questions open ended – so individuals can share what they want.

3) Other priorities are to support your training, and your science. This will involve formal 1-on-1 meetings and lab meetings, but also informal meetups and brainstorming sessions. Other ways that I facilitate training is to involve you in the peer review of manuscripts, obtaining funding for our research, helping establish collaborations to support your science, and working on papers together.

4) When I can and when it makes sense, I will provide hands-on training to teach you experimental methods, computational approaches, and being 'present' in the lab. I am often stretched in many different directions and so my ability to maintain a 'lab presence' will fluctuate during the year and over your time in the lab.

5) I will advocate for, mentor, and support you, from when you join the lab to well after you have left the lab. Science is a small world and no matter what career paths we may choose, we remain connected through a mentor/mentee relationship and through a web of interpersonal connections, including other lab members and my professional network.

