

Roy Lab: Value Statement

What do I want members of my lab to value?

1. **Rigor and Transparency:** We prioritize a culture of integrity in our lab. We emphasize the importance of sharing data transparently, managing data and record keeping systematically.
2. **Creativity:** We encourage and value original scientific thinking that showcases creativity in research design and interpretation.
3. **Diversity, Tolerance, and Equality:** We believe in fostering a diverse and inclusive environment in our lab, welcoming individuals from different nationalities, genders, sexualities, abilities, and racial or ethnic backgrounds. Our lab operates without a hierarchical structure, where everyone can learn from each other's unique perspectives and experiences.

Publishing Values:

- We believe in fostering a collaborative and inclusive environment where everyone's contributions are acknowledged.
- Lab members are encouraged to develop their research skills without undue focus on journal impact factors.
- All of the work published from the lab will seek an open access outlet and/or publish a Biorxiv version.

What values did I admire in the mentors and mentees I have worked with acknowledging that not all individuals exhibited all of these values? In no particular order:

1. **Diligence and Persistence:** Scientists with a strong work ethic who were diligent in their efforts and persevered through challenges and setbacks.
2. **Discipline** (or working towards it): They had incredibly disciplined work habits and time management skills.
3. **Empathy and kindness:** They consistently demonstrated empathy and kindness towards students and people they were responsible for.
4. **Independent and Task-Orientated:** Students and colleagues who were independent in their research, took ownership of their projects and demonstrated the ability to work autonomously.
5. **Creativity and Originality:** I deeply admired mentors who think critically, propose innovative ideas, and explore new directions in their research.
6. **Networking and Community Engagement:** I liked that they believe in the importance of being an active part of the larger research community. Researchers who engaged in networking activities, collaborated with other

researchers, and actively contributed to training the scientific community through outreach and communication made an impact on society that was in addition to that of their research work.

7. **Awareness of Next Steps and Initiative:** My colleagues who had a clear vision of their career goals and took initiatives in planning and pursuing their next steps, (such as presenting at conferences, applying for fellowships, or publishing their work) always managed to achieve their career goals.
8. **Thoroughness and Hard Work:** Scientists who took pride in their work exhibited thoroughness and attention to detail in their research. Over time they built their credibility because their work was reliable.