



Professional Expectations for Lab Members Herpetology Laboratory

- ❖ Ethics – Lab members will adhere to the highest level of standards related to ethical practices of data collection, analysis, and reporting.
- ❖ Engagement – Lab members should be professional scientists. They should embrace the scientific endeavour (including the scientific method) and be engaged in it. Lab members should take the intellectual leadership and develop a sense of intellectual ownership of their work. This also means lab members should develop independence and initiative. Lab members should be enthusiastic and dedicated to their work. Dedication includes being flexible in their working hours (working at night and on week-ends when necessary) and in their working location (field sites are sometimes remote). Lab members are encouraged to read broadly: they should immerse themselves in the scientific literature, especially that relevant to their project. Their readings should be used as a base to develop a solid research proposal, and its associated budget, early in their program.
- ❖ Safety – Lab members will all participate in ensuring that our work environment is safe and will identify, report, and remedy hazards. Lab members will also adhere to safety protocols. All lab members are expected to maintain valid WHMIS training and to become trained in CPR and, if working in the field, in Wilderness First Aid. Your whereabouts in the field should be known of at least one person not accompanying you. Carry a means of

communication in case of emergency (cell phone, radio, etc.). In addition, proper field clothing and protective gear should be worn at all times while working in the field or in the lab.

- ❖ Respect – Lab members will respect the diversity in our lab and in their community. Lab members will recognize that they are ambassadors of our lab and of our institution when interacting with others, including members of the public. Racism, sexism, and any other form of discrimination based on a person's sexual preference or heritage will not be tolerated and is strictly against university policy. Half of our lab (451 GNN) is office space. In this office space, lab members should promote an atmosphere that is conducive to productive scholarly work. This means, for instance, meeting with undergraduate students in the lobby while lab mates are working in the lab.
- ❖ Animals – Lab members will respect the animals we work on and always attempt to maintain their welfare. This implies adhering to animal care protocols, having the proper permits to conduct the work, and becoming trained in the proper care, handling, and treatment of study animals.
- ❖ Environment – Lab members will respect the environment and strive to be model citizens related to our collective impact on the environment. This means refraining from littering, attempting to minimize our carbon footprint, cleaning up after ourselves and others, etc.
- ❖ Equipment – Lab members will respect laboratory and field equipment (including boats and vehicles) and will ensure that this equipment is maintained, appropriately stored, and ready for use by others. Any problems with equipment (especially boats and vehicles or anything related to safety) must be reported immediately. If someone is unfamiliar with how to care properly for a piece of equipment, it is their responsibility to ask for help. We should all keep in mind that all our research equipment was purchased with tax-payers' money and we thus owe it the utmost respect.
- ❖ Teamwork – Lab members must recognize that we work in a team environment and they thus must be prepared to support others with their work as time permits (e.g., teaching techniques, helping with field work, providing input on presentations or manuscripts, etc.). Lab members must also do their utmost to integrate our research group and get along with all its members.
- ❖ Data – Lab members are expected to be careful and thorough in the collection and entering of data. Lab members are also expected to backup their data routinely. Thus, data should be quickly copied from field notebooks and inputted into computers. Backup of computer

data files should occur daily and never should there be only one copy of the data. Data backups should not be kept in the same physical location (same building) as the data they are backing up. Multiple backups are ideal: sending data files to yourself via email, copying important files to a hard disk or memory stick kept in a separate physical location, etc. All data should be intelligibly organized and be given to GBD on a memory stick upon graduation.

- ❖ Dissemination – Lab members are expected to disseminate their work to the scientific community rapidly through peer-reviewed publications and presentations at scientific conferences. Lab members are expected to assume the leadership role for the publication of their work. Unpublished research is a waste of time, effort, and tax payers' money.
- ❖ Communication – Lab members are expected to communicate freely and often with each other, with colleagues, and with their supervisor. If you have problems or issues, sharing them as soon as possible is the best approach to solving them rapidly. Our research group is bilingual, so being bilingual (French & English) is an asset, but it is not essential. Being open to hearing both languages is, however, essential.
- ❖ Law – Lab members are expected to adhere to all relevant laws while engaged in work activities and when living at field sites. Consumption of alcohol during work, or of excessive alcohol while living at field sites, or of illicit drugs will not be tolerated. Lab members should also take the utmost care while driving university vehicles. Note that lab members are responsible for tickets incurred during their work (including speeding and boat safety violations).

What you can expect from GBD

- ❖ Role model – I will endeavour to abide by the professional expectations outlined above myself. I will also endeavour to remain an active and productive professional scientist.
- ❖ Mentoring – I will endeavour to be a good scientific mentor. This involves training you in the scientific method and helping you progress as a professional scientist to the best of my own abilities.
- ❖ Learning environment – I will endeavour to provide a supportive learning environment that is tailored to your learning style and to your academic and career goals.

- ❖ Working environment – I will endeavour to provide you with a safe and respectful work environment. I will also endeavour to provide you with all the necessary financial means, equipment, and logistical support necessary to the successful completion of your project.
- ❖ Timely – I will endeavour to respond to your queries and provide feedback in a timely manner.
- ❖ Fairness – I will endeavour to be fair in my allocation of opportunities, equipment, time, resources (financial and otherwise), and assistance.
- ❖ Access – I will endeavour to be accessible to the greatest extent possible recognizing that, while my students are my top professional priority, I do have other commitments - professional and otherwise - that require my attention.

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Last modified: vendredi 11 décembre 2015