

“Bylaws” and Roles

Bylaw #1: All activities associated with our lab will be governed by our **CORE** values: Diversity, Integrity, Knowledge, Respect, Teamwork, Transparency, and Trust.

Bylaw #2: All roles in the lab are critical for success, and all will be treated as such by everyone. Individual success will be a result of overall lab success.

Bylaw #3: Authorship on all manuscripts will be decided by Professor George. Final content of manuscripts will be determined by Professor George in close consultation with all members of the lab. There are three general areas that contribute to a manuscript: 1) financial resources (grants/contracts), 2) intellectual resources/contribution, 3) personal resources in terms of time such as technical completion of experiments, data analysis, and writing of manuscript. Generally, any author on a paper needs to contribute in at least two of the three areas. First author is the primary driver of the intellectual content of the manuscript, completes the majority of the technical features of project, and is the primary writer of the manuscript. In many cases there are two individuals that meet this requirement, and these individuals will be “co-first” authors.

ROLES (in alphabetical order):

1. **Graduate Student.** Principal role as a primary researcher. Seeking to develop a broad and generally new skill set. Seeking independence as a researcher both in intellectual thought and technical skills, and to publish manuscripts as the first author. Mentor to undergraduate students. Assists in creating a team atmosphere in the lab, and general lab maintenance at the discretion of the Lab Manager.
2. **Lab Manager/Technician.** Generally responsible for a smooth running lab including facilitating a team atmosphere, maintaining operational equipment, providing adequate supplies, maintaining an organization, safe, and clean lab, training, and distribution of lab duties. Technically competent in all lab equipment, and most lab-related protocols. Principle role is support for primary researchers (doctoral students, postdoctoral researchers, and research scientists). Seeking to expand skills necessary to advance mission of the lab, and secondary authorship on manuscripts. Assists in the progress of all primary lab projects at the discretion of Professor George. Assists in general lab maintenance.
3. **Postgraduate Researcher/Project Scientist.** Principle role as a primary researcher. Provides intellectual leadership and mentorship to graduate students and undergraduate students. Serves as resource for new skills and techniques. Seeking to publish manuscripts as first author, and to expand an already broad

skill set. Assists in creating a team atmosphere in the lab. Assists in general lab maintenance at the discretion of the Lab Manager.

4. **Principle Investigator/Faculty.** Principal role in providing overall vision and direction of all lab projects in close consultation with all members of the lab. Seeks funding and resources for existing and new lab projects as primary author of grants and contracts, and primary editor of all manuscripts. Last author on manuscripts emanating from all lab projects. Promotes career opportunities of all people in the lab, and seeks to create a team atmosphere in the lab.
5. **Undergraduate Student.** Principal role as support for primary researchers (graduate students/postgraduate researchers/project scientists). Seeking to understand and develop new research skills both technical and intellectual. Assists in creating a team atmosphere in the lab. Assists in general lab maintenance at the discretion of the Lab Manager.