

The Weitzlab Survival Guide

Group meeting

9/14/10

Group character

- We have a large group
- There is someone in the group who can answer almost any question
- We work in Boston – the richest scientific community in the world
- There is someone in Boston who can answer any question
- Take advantage of this!

Group character

- Completely open group
- We share all our data as we collect it
- We share all our equipment
- We like visitors, interactions

Group interactions

- We compete with people outside our group
- We do NOT compete with people in our group
- We interact and collaborate with everyone in the group
 - We will not be successful if we don't do this
- We share credit, authorship
- We err on the side of inclusiveness in the group

Group interactions

- We seek out collaborations with other groups
- If I am the only faculty member you talk to, you waste a great opportunity

Local resources

- We do not have all equipment necessary
- It probably can be found somewhere in the region
- Use other's equipment judiciously
- CNS and central facility equipment is expensive
- Use it judiciously
- But use it when you need it

Group meetings

- Everyone must attend
- No excuses not to attend
- Please tell me if you can't attend
- If you don't come to the group meetings, you are not part of the group
- Group meetings are for current results
 - You should not understand everything
- Everyone should participate

Mini-group meetings

- Most valuable meetings of the group
- New science discussed
- Get help from others
- Everyone must attend at least one each week
- No excuses not to attend

Other meetings

- Many other meetings in the local area
- Take advantage of these!
- Kavli meetings on Thursdays – P306
 - Meet theorists who will help us
- New England Complex Fluids Meetings
- Very important forum for local interactions
- Attend! Put in a sound bite!
- This benefits you!
- You will appreciate this only after you leave

Group travel

- Travel is very important to each person
- Everyone can attend one conference a year
- You **MUST** present a paper to go to a conference
- **PLEASE** travel as cheaply as possible
 - There is no budget for travel
 - One meeting ~1k\$; 50 meetings, ~50k\$!
 - Cheaper travel → more meetings

Purchasing

- Our budget is very lean
- Salaries are our major expense
- Research does require funds
 - Nothing does not get done because of lack of money
- Please buy judiciously
- Purchase only what is needed
- Do not buy from local stockrooms (chem, bio)
 - They are much more expensive

Purchasing

- Get my permission for items greater than \$500
- Often we can use a tag

Safety

- We must be absolutely safe
- There is no room for error
- Wear safety glasses, gloves, lab coats
- Speak out to remind others

Lab etiquette

- Part of safety
- Large group → shared equipment, space
- Everyone is responsible for cleaning up
- Everyone is responsible for maintaining equipment
- If you see something in need of repair, fix it!
- Safety problems caused by one → shut the whole lab down!

Lab cleanup

- Part of safety
- Organized by someone in each lab
- Everyone is responsible for cleaning up
- Everyone must attend the cleanup
- Cleanup problems caused by one → shut the whole lab down!

Lab jobs

- Our group has no administrators
- Everyone must help
- Everyone should have a lab responsibility
- Group only functions if everyone helps

Scientific integrity

- Data are KING
- Data never lie
- Data are not always understood
- Watch for data you don't understand
- Never believe a hypothesis, believe only its proof by data
- I am happy to be wrong → I learn something new

Papers

- Papers are essential
- Work is never completed until paper is published
- Papers take a lot of work to get out
 - Especially in our group
 - I am the hold up

How to publish a paper

- Read the guide to writing papers
- Determine what the paper is about
 - 2 sentence summary
- Get figures together
- Write outline
- See me at each step of the way
- How to see me → harass me for appointment
- Short appointments work much better

Papers → Students

- I won't read a thesis
- I will only read a paper
- A thesis is a stapled together set of papers
- Get a paper out early in your career
 - Learn how difficult it is
 - Learn how to accomplish this

Papers → Postdocs

Postdocs: Standard route to success

- Join Weitzlab
- Work hard in a great environment
- Do some really cool work
- Get some really cool results
- Make a great story
- Get a great job
- Leave without writing ANY papers
- Papers do NOT get written after you leave

Postdocs: Future route to success

- Any letter of recommendation from me will clearly describe progress on papers
- I will be honest about the number of papers written
- Good recommendation will depend on having papers submitted
- I will give recommendations for people who have not written papers
 - Means you are better off elsewhere

How to see me

- Make an appointment
- Harass me until I answer you
- Bring me new data
- Get help early, get help often with papers
- Let me know of any concerns you have
 - Scientific or personal

Leadership

- Good scientists are leaders
- Leaders of science
- Leaders of people

Leadership: Postdocs

- Serve as a role model for other postdocs
- Provide leadership for students
- Leadership demands humility
 - Many graduate students are smarter than you
 - Honor, respect and encourage their contributions
- Leadership requires you to set an example
 - Do really good work to show how it is done
- Discuss this with me

Leadership: graduate students

- Serve as a role model for other graduate students
- Senior students should help new students
- Graduate students should help undergrads, REUs
- Leadership demands humility
 - Other graduate students are smarter than you
 - Honor, respect and encourage their contributions
- Leadership requires you to set an example
 - Do really good work to show how it is done
- Discuss this with me

Leadership: visitors

- Serve as a role model for other group members
- You are part of our group
 - You take space
 - You take resources
- Please help others in the group
- Leadership demands humility
 - Post docs, graduate students and undergrads are good
 - Honor, respect and encourage their contributions

Web responsibilities

- Make sure every paper you publish is posted on the web
- Contribute content for research page
 - Everyone must do this
 - If you are member of the group, you must do it
- Due end of the month, latest
- Send to Vasily
 - Copy to me

Leaving the group

- Make sure you clean up all your samples
- Make sure you empty your desk, lab space

New members

- Take all safety courses
- Learn safe practices for Weitzlab
- Learn lab etiquette
- Get your name on the webpage
- Get in line for a desk
- Come and meet me
- Define project

How big will the group be?

- Who will volunteer to leave?
- I am not good enough to tell people NO
- New criteria for joining group
 - Self funded
 - Specific need from grant
 - Specific project