

George Lab “Bylaws” and Roles

Bylaw #1: Any research result or finding *must* be shared with at least two other members of the lab before showing the PI (i.e., me). This will place everyone in a “mentor” and “apprentice” role, and assure that everyone is generally aware of the progress in each project.

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 the PI. Content of manuscripts will be determined by the PI 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.

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 junior graduate students and undergraduate students. Assists in creating a team atmosphere in the lab. Assists in general lab maintenance at the discretion of the Lab Manager.
2. **Lab Manager/Technician.** Generally responsible for a smooth running lab in terms of creating a team atmosphere, operational equipment, ready supplies, safety, training, and distribution of lab duties. Technically competent in all lab equipment, and most lab-related protocols. Principle role as support for primary researchers. Seeking to expand skills necessary to advance mission of the lab, and secondary authorship on manuscripts. Assists in the progress of all main lab projects at the discretion of the PI. Assists in general lab maintenance.
3. **Postgraduate Researcher/Project Scientist.** Principal 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 brand 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.