Act 3

Learning Objectives

- Practice communicating difficult information (making the implicit explicit)
- Identify data management protocols that reinforce rigor, reproducibility, inclusion and integrity
- Articulating a mentor goal and how you will apply it to mentoring people in your lab

Expected Preparation

Watched episodes 3.1 to 3.8
Workbook: Completed workbook exercises on pages 43 to 51

Video Summaries

Episode 3.1: Malcolm Heideberg tells his lab that Harold has left without mentioning why, though some lab members–including Meena–know the truth. Malcolm agrees that he will go through Darren's experiment with Darren and Meena to work through the problem holding things up.

Episode 3.2: Jules Sorenson engaged in self-reflection and realizes that her students have gotten a bit lost in the shuffle. She and Loretta agree to work together to create a better mentoring system and data management protocols.

Episode 3.3: Darren and Meena go through the synthesis together and discover an error made by Darren. It doesn't explain everything; the compound's color is still off. Together, they discover that the base material is incorrect. Darren doesn't want to share that with the Sorenson lab. Heideberg insists on transparency. Darren realizes the complications of this as it relates to Harold and rationalizes that he would have washed out anyway.

Episode 3.4: Malcolm emails Jules to explain the problems with the collaboration. The two of them have coffee to establish how their labs will work together going forward.

Episode 3.5: Jules meets with Alex and Loretta. Alex explains how he needs a firm hand to help kickstart his project. Jules realizes that she needs to adapt her mentoring style.

Episode 3.6: Jules talks to Ana Sofia about their mentoring relationship and taking the lead on a data management plan. Ana Sofia is excited to start her first major project.

Episode 3.7: Sylvie Peterson, a lab safety and culture consultant, is introduced to the Heideberg lab and starts her talk to the lab members.

Episode 3.8: The Heideberg lab has figured out the problems; Jayna is vindicated. Jules advises Jayna about next steps in the collaboration and suggests a colleague of color to augment Jayna's network.

Workbook Activities Summary

- Reflecting on iREDS
- Drafting a lab philosophy section describing what a culture of excellence will mean in your lab
- Reviewing data management sections of different lab manuals and listing items to include in your lab manual
- Reviewing the sections of your lab manual where you explain how you want mistakes handled in your lab
- Drafting a section of the lab manual that addresses how you will approach collaboration agreements
- Reviewing the sections of the lab manual that explain how you want listening and communications handled
- Reflecting on mentoring philosophy
- Practicing personal scripts for mentoring conversations
- Drafting a lab manual section for your lab that describes how the professional development of lab members will be addressed
- Drafting a wellness and inclusion section in your lab manual
- Starting your individual development plan
- Comparing your lab manual outline with your value statement to ensure they are consistent

Purpose Statement

Tell participants that the main focus for this session is mentoring and collaborations and why this is important.

Full Group Discussion: Act 3 Reflection

1. Ask participants to share the main takeaways from watching the videos in Act 3 and completing the workbook. You may consider the following prompts to get the conversation going:
- Which situations resonated with you?
- Which tools (decision making framework and personal scripts, asking questions, upstander skills) were most valuable to you?
- Which ones will you continue to use?
- How has your thinking or behavior changed?
2. Make a list of the most useful tools mentioned by participants and ask them for ways in which they could continue practicing them.

Small Group Discussion: Collaboration

Small Group Discussion: Mentoring

Full Group Discussion: Lab Manual (15 min)

Revisit the list of information would be helpful to have in advance, or available on your first day joining a lab from the previous discussion session. What revisions would you make to that list?

Make a list of data management protocols and strategies that you thought were useful

Reflection (5 min)

Revisit your individual development plan on page 52 in the workbook and reflect on how your thinking has changed after today's discussion. How would you revise your plan?