

Manthiram Lab Compact

Mission Statement

We are a diverse, multidimensionally talented group working to push the frontiers of science to create foundational understanding that can contribute towards a sustainable future for electrified chemical synthesis. We emphasize our growth, personally and scientifically, as well as the growth of our communities. We value growth in all aspects of our lives; research and science are an important facet of what we do, but we recognize the importance of living our daily lives outside of the lab fully. We support each other and strengthen our team through open-mindedness, respect for one another, humility, effective communication, and consensus-based decision making.

Ideals

We, the members of the Manthiram Lab, collectively agree to strive toward these ideals:

Optimism: Positive feedback is equally as valuable as critical feedback. We think it's important to face the challenges of science with a sense of positivity; critical thoughts can be communicated in an uplifting way.

Growth: Each of us is on our own personal journeys in work and in life, and we should always seek self-improvement. We encourage humility, growth mindsets, and lifelong learning.

Patience and Urgency: We value both patience and urgency, and individuals can make their own judgments as to which is needed when. Patience and deliberation in science, as well as addressing problems with urgency, can both lead to positive long-term outcomes.

Communication and Collaboration: We value active learning and teaching by conversations in the office, chalk-talk, Socratic dialogue, and asking questions. How we convey our science is just as important as the science we do.

Diversity: We value multidimensionality, having diverse perspectives and backgrounds. We are open and supportive to each other.

Autonomy: Certain aspects of work in the lab (i.e. work hours, vacation policy, and communication methods) are not specified as rules, and that is intentional, giving everyone the freedom to pursue their goals using their own approach. At the same time, we should ensure that these decisions do not negatively affect other people and provide feedback when we feel that it does.

Agency: If anyone is unhappy with the science they engage with or the way the group runs, they should feel empowered to change the situation or initiate a conversation toward compromise.

This is a living document, which we expect to continuously improve and change.