

Lew Lab Mentorship Compact

Matthew D. Lew

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This compact is an evolving written agreement that outlines expectations and commitments between members of the Lew Lab and me. The goal is to prompt structured and regular discussions of expectations, making them explicit, and refine them when needed. It is also meant to be mutual and aspirational, focusing on principles rather than deliverables.

The Lew Lab is united by our shared desires to learn about the world around us (the science) and to make a positive impact through developing innovative technologies (the engineering). Thus, the foundation of my mentoring philosophy is to nurture these passions and advance relevant skills within each lab member through effective advising and mentoring. These skills include, but are not limited to, recognizing assumptions in experimental design and data analysis, achieving reproducible quantifications and data analyses, and identifying and minimizing biases. Much of this learning will take place during group meetings when lab members present their experimental design, findings, and interpretations and receive in-depth feedback from me and the entire group.

I value the individual backgrounds that shape our engagement with science and engineering. Our work is most innovative and impactful when it combines diverse ideas from individuals working together as a team. I intentionally shape the people and projects within the lab to enhance and leverage our diversity. Our technologies and their scientific applications will evolve as the interests of the lab's members evolve.

Of all my responsibilities, my primary commitment is to facilitate your growth as a professional. At least once a year, I will meet individually with you to discuss career motivations and goals. To prepare, each mentee answers a set of questions in writing that includes self-assessment of strengths and areas of improvement as a scientist, evaluation of my performance as a mentor, and their project and personal career goals. These meetings provide a structured opportunity for us to understand your mentoring needs and set goals for your continued growth as an independent thinker and professional. More than the technologies we build and the scientific questions we answer, I enjoy most working with you!