



Borges Group - Epilepsy and brain metabolism

Brilliance in research

This is the way we operate in our SBMS Epilepsy research lab headed by Dr Karin Borges. This document was originally written by Karin and will evolve as our laboratory evolves. If you have any questions, we will discuss this happily.

Our mission is to do brilliant research in epilepsy and other disorders. We strive to do excellent research adhering to principles of good research practice. This is only possible by us creating a work and study environment that is friendly, collaborative and not punitive. We support each other in research, and also as people with “our challenges in life”.

All people are equal and are treated with equal respect. Nobody will be asked to do a task that Karin is not willing to do. It is understood that we all help each other with everyday challenges in our research and teaching laboratory.

We are all human beings and nobody is perfect. We do the best in the laboratory and offices according to our abilities and we strive to learn. We all try our best to be the best people we can and do excellent work. This includes taking good notes, so that experiments can be repeated. Obvious actions include cleaning up behind ourselves, wearing PPE (as indicated), socially acceptable and fresh clothes, being polite and professional with other staff and students, etc... (what your mother always told you and you would tell your kids 😊).

We communicate with each other and there is no hierarchy of communication. Anybody talks to anybody. We are all honest and do not withhold information from each other. It is understood that during core work hours (9-4 pm), we can reach each other. Everybody answers emails and/or phone calls. (Exceptions: people working part time, people who are sick or on vacation.) We all let each other know which ways of communications are preferred. We communicate about being sick, working from home, taking leave...

We choose to find solutions to challenges 😊 and do not complain. Our creative ways are legal and honest. We constructively talk about problems.

Students will adhere to safety and other regulations and will do necessary tasks and paperwork when asked by senior people in the laboratory. It is also understood that they ask if anything is unclear.

Our head of the laboratory will work hard to ensure that we all have funding for experiments and necessary support. Everybody will support these efforts. We all understand that funding can be short and we use funding responsibly. We are grateful towards the organisations which provided funding and we treat them with respects adhering to all guidelines.

We use our **animals** responsibly. When possible, we do power analysis to determine the number of animals needed for an experiment. If you have questions in this regard, please ask Karin. There are times when the health of animals will be checked twice daily and on weekends. Everybody is willing to help out with this effort in times of need, where the main experimenter is unable.

We treat the environment with respect. We use lab and office supplies as well as chemicals responsibly and recycle when possible.

We understand that undergraduate, Honours and PhD students, post-docs, technicians, visitors and the head of the lab may have different goals in life, roles, needs and abilities. We provide an environment in which everybody's roles can be fulfilled, needs are accommodated for and abilities are honoured. We are grateful that we are in a place in which we have the opportunity to do research, teach and be creative.

Karin's goal is to do brilliant research in epilepsy and other disorders and to develop new treatments. This includes providing an environment for others with similar goals to join. Equally important, Karin's goal is to support you as a researcher and academic, but also a person and help you realise your career goals.