Lab Counterculture





 Definition: Working to undo and oppose systemic factors affecting graduate student and faculty well-being in academia.

Systemic Factors at Play:

- Focus on quantitative outcomes / perfectionism
 - Impacts quality of research, drives imposter syndrome
- Interpersonal competition
 - Impacts lab environment, discourages teamwork
- Time Scarcity
 - Impacts communication, discourages rest

Countering the Culture





- Focus on quantitative outcomes / perfectionism
 - o Counter: Focus on effort, not outcome
 - Ex: Celebrate paper submissions rather than acceptances
- Interpersonal competition
 - Counter: Elevating the value of community
 - Ex: Ask members "how can the lab help you?", focus on equitable distribution of resources, time, mentorship
- Time Scarcity
 - Counter: Prioritizing time with one another
 - Ex: Create structured group meetings focused on wellbeing rather than research productivity

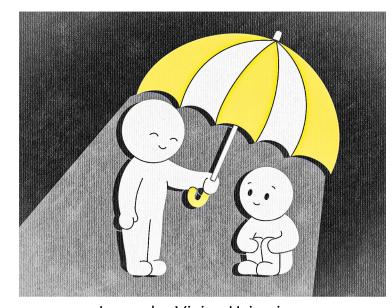


Image by Vivian Hsia via pepperdine-graphics.com

Hammer, Jessica, Alexandra To, and Erica Principe Cruz. "Lab Counterculture." In *Extended Abstracts of the 2020 CHI Conference on Human Factors in Computing Systems*, 1–14. Honolulu HI USA: ACM, 2020. https://doi.org/10.1145/3334480.3381824.