

## "Respect instead of bullying, communication instead of instructions" GIST holds 2nd Human Rights-Friendly Research Lab Contest

- The 2nd open call for graduate school research labs to establish a practice-centered human rights culture... Discovering healthy and sustainable research lab models that practice fair operation, communication, and consideration
- Two excellent research labs were selected, including the Intelligent Information Systems Lab (Professor Euiseok Hwang) that established a communication-centered research environment and the Solid State Lighting Lab (Professor Dong-Seon Lee) that practices a cooperative and lively research lab culture



▲ The '2nd GIST Human Rights-Friendly Lab' Contest Awards Ceremony is being held, and the grand prize and best lab members are taking a commemorative photo.

The Gwangju Institute of Science and Technology (GIST, President Kichul Lim) announced that it held the '2nd GIST Human Rights-Friendly Lab Contest' to foster a healthy research culture and discover and spread examples of human rights protection practices, and that the awards ceremony was held at Oryong Hall on Monday, July 21.

This contest was designed to discover and share various examples of practices to foster a human rights-friendly culture, such as mutual respect and communication among lab members, and fair operation. After evaluating the applications received for about two weeks starting on April 4, a total of two labs were finally selected.

The Center for Human Rights and Legal Affairs, which hosted the contest, comprehensively evaluated the efforts to create a human rights-friendly lab culture and the operation of systems, including ▲ a culture of mutual respect without bullying, verbal abuse, or forcing employees to eat out against their will, ▲ a culture of communication that allows for free expression of opinions and equal distribution of work, ▲ a culture of cooperation that is considerate of and inclusive of international students and new students, and ▲ a culture of ethics compliance that aims for transparent lab operation and improved treatment of members. As a result, ▲ the Department of Electrical Engineering and Computer Science's 'Intelligent Information Systems Lab.' was selected as the grand prize winner, and ▲ the Department of Semiconductor Engineering's 'Solid State Lighting Lab.'

The 'Intelligent Information Systems Lab (Advisor Professor Euseok Hwang, Master's program representative student Byeongchang Kim)', which won the grand prize, operates the 'Smart Lab Life' program to help new students adapt smoothly, while also establishing a communication-centered research environment through mentor-mentee pair collaboration system, free coffee chat culture, and small cell activities.

In particular, the continuous efforts made to create a sustainable and healthy lab culture, such as operating a flexible work system and fostering a horizontal organizational culture, were highly evaluated.

The 'Semiconductor Light-Emitting Device Lab (Advisor Professor Dong-Seon Lee, Master's program representative student Yujin Park)', which won the grand prize, holds an idea meeting every semester in which all members participate, and operates a democratic decision-making system such as electing the lab director and general affairs manager.

In addition, it practices a cooperative and lively lab culture through weekly thesis seminars for juniors, sports clubs, and LED smart farms (indoor gardens in the lab).

President Kichul Lim said, "I expect that the examples of laboratories practicing mutual respect and communication will have a positive ripple effect on the entire research culture of GIST," and added, "We will continue to hold the contest every year to actively support the establishment of a healthy laboratory culture free of bullying of students."



▲ President Kichul Lim is giving a congratulatory speech at the awards ceremony for the ‘2nd GIST Human Rights-Friendly Laboratory’ contest.

GIST presented a ‘Human Rights-Friendly Laboratory’ plaque to the winning laboratory and awarded 1 million won to the winning laboratory and 750,000 won to the best laboratory.

Meanwhile, in the first contest held last year, the Department of Chemistry’s ‘Nano Surface Chemistry Laboratory’ (advised by Professor Hyunseob Lim, representative student, PhD candidate Ji-hyun Kim) won the grand prize, and the Department of Environment and Energy Engineering’s ‘Water Security Laboratory’ (advised by Professor Changwoo Kim, representative student, PhD candidate Ji-won Son) won the grand prize.