

What do you do during a week??

- Please take a label, a bag of marbles and a cup.
 - The bag of marbles is for you to give out
 - Your cup is to be held at arms length
- Introduce yourself to those around you.
- Ask the person if they do what is written on your label.
 - Ask them how often and then add the “correct amount of marbles” to their cup depending upon how much time it takes.
 - EX: “Laundry” label: “How often do you do laundry?”
 - 1 times per week
 - Add 1 marble to their cup.
- **How heavy are your cups? Can you manage it better??**



Opening Doors Event

**“Enhancing your Professional and
Personal Management Skills ”**



Rebecca Oberley-Deegan, Ph.D.
Samantha Giordano, Ph.D.
and
the Women in Science (WIS)
Committee

“Enhancing your Professional and Personal Management Skills ”

Agenda

6:45 pm RECEPTION

7:10 pm WELCOME AND INTRODUCTIONS

7:15 pm FEATURED PRESENTATIONS

Kimberly Dunham-Snary, MSF, Ph.D. (Queen’s University, Kingston, Ontario)

Edward Moeira Bahson, Ph.D. (University of Louisville)

Ines Batinic-Haberle, Ph.D. (Duke University)

8:00 pm CASE STUDIES AND DISCUSSION

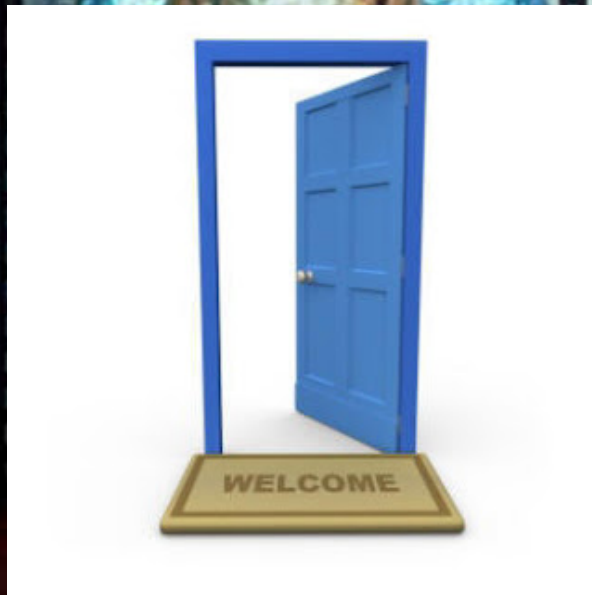
9:00 pm CLOSING, WIS ANNOUNCEMENTS AND

ACKNOWLEDGEMENTS

How to manage being a scientist?

Can't make more time- Be creative!

Learn to manage people



The Art of Juggling



Kimberly Dunham-Snary, Ph.D.

Postdoctoral Fellow, Queen's University
Kingston, Ontario

The Art of Juggling

Kimberly Dunham-Snary, MFS, PhD
Postdoctoral Fellow – Queen's University
Kingston, ON

My career with the circus

- HBS Sc – Lakehead University, Thunder Bay, ON
- MFS – Penn State University, University Park, PA
- Laboratory Technician – UOIT, Oshawa, ON
- PhD – UAB, Birmingham, AL
- Postdoc – Queen's University, Kingston, ON

Learning to Juggle

Publications

New
Financial
Responsibilities

Grant Writing

Family/
Spouse/
Kids

Experiment
Troubleshooting

Hitting the Big Top as a Junior Juggler

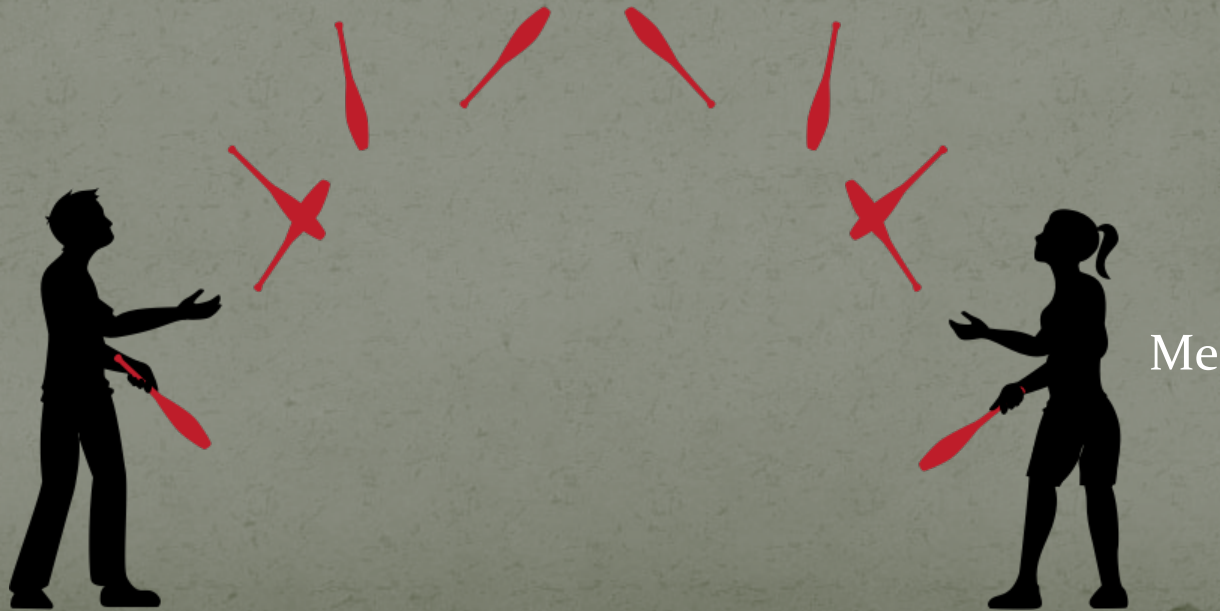
- The keys (for me) to keep everything in the air:
 - **PRACTICE!**
 - I've dropped each ball at least once:
 - Postponing “family time”
 - Have you EVER read the fine print on anything from your bank?!
 - ALWAYS chasing the next paper
 - “We have received your funding application at 11:58pm”
 - Experiment Notes – Trial 192: protein expression successfully FINALLY suppressed



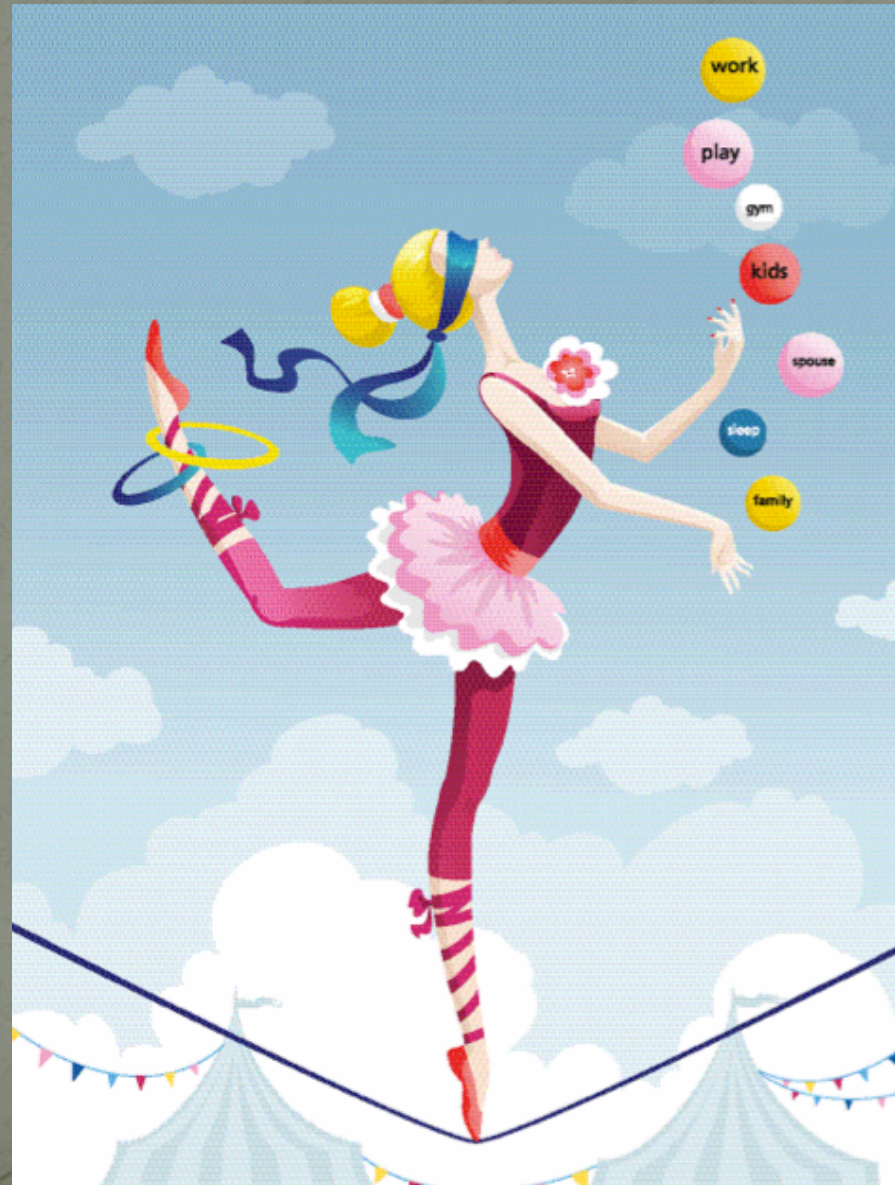
Hitting the Big Top as a Junior Juggler

- The keys (for me) to keep everything in the air:
 - Make the performance a duet!

- Husband
- Current PI
- Former PI
- Labmates
- Collaborators
- Friends



Finding Balance



Enhancing your Professional and Personal Magnagment Skills



Edward Moreira Bahnson, Ph.D.

Assistant Professor, Departments of Surgery, and Cell Biology & Physiology
Center for Nanotechnology in Drug Delivery
University of North Carolina



Enhancing your Professional and Personal Management Skills

WIS Opening Doors Event SFRBM 2016

Edward Moreira Bahnson, PhD

Departments of Surgery, and Cell Biology & Physiology

Center for Nanotechnology in Drug Delivery



About me and my mentors



Noriko Hikichi
National Doping
Control Lab



Ana Denicola
Masters Mentor



Nicola Brasch
PhD Advisor



June Yun
PhD Advisor



Melina Kibbe
Postdoc Mentor



Rafael Radi



Gerardo Ferrer-Sueta

Outline

- Understand your role as PI or team leader
 - » Vision
 - » Leadership
- Manage yourself
 - » IDP
 - » Embrace Outlook / Planning Software
 - » White time or Protected time
- Manage your team
 - » Team models
 - » Considerations to build the team
 - » Considerations to manage the team



Your Role as the Leader

- Like the CEO of a small organization
- Have a vision
 - » Share your vision with the world and with your team
 - » Write a vision statement
 - » Build a website
- Ultimately responsible for success and failure
 - » Research Program
 - » Team
- Be the leader
 - » Intellectual leadership
 - » Strategy
 - Plan deadlines, publications, grants
 - Revise and adjust periodically
- Build, develop and manage team



Manage Yourself

- Have an Individual Development Plan (IDP)
- What is it?
 - » A written plan that outlines your career goals and the steps to get there
 - » A tool to identify and organize your career
- Why have one?
 - » To focus your efforts to achieve your goals
 - » To use as a communication tool
 - » To identify needed resources



INDIVIDUAL DEVELOPMENT PLAN (IDP) TOOL

GOALS		SKILLS To be Learned/Developed	RESOURCES NEEDED Money, Support, Time	YOUR ACTION STEPS Training, Other Opportunities	TIMELINE Anticipated Start & Completion Times
SHORT-TERM GOALS 1 year Critical within present position	1				
	2				
	3				
MID-RANGE GOALS 2 years Important for growth within present position	1				
	2				
	3				
LONG-TERM GOALS 3-5 years Helpful for achieving career goals	1				
	2				
	3				

Manage Yourself

- Have an Individual Development Plan (IDP)
- Plan
 - » Revise and adjust regularly
- Outlook
- Block WHITE TIME
 - » You need protected time to
 - Write
 - Deal with the unexpected
 - Plan and review
- To do lists
 - » We deal well with deadlines
 - Give yourself deadlines
- Software to make your life easier
 - » MS OneNote



Manage your Team

Models from the business world,
and the organizational/behavioral literature

Factors of High-Performance Teams	Team Impact Measures	
	Tasks	People
Purpose	Clarity	Commitment
Teamwork	Practices	Participation
Power	Capabilities	Empowerment

Source: Hardcopy handbook, Personnel Decisions International [PDI], 1998

Manage Your Team

- **Building a Team**
 - » Skills needed to complete the tasks
 - » Identifying people who enjoy working together and complement each other in the pursuit of organizational objectives can lead to both higher productivity and lower turnover. Relationship between values and performance¹
- **Manage the Team**
 - » **Model Excellence**
 - Behavior breeds behavior or Lead by example
 - » **Open Communication**
 - Establish clear expectations
 - Transparency
 - Deliverables
 - Evaluation
 - Feedback
 - » **Supportive**
 - Accepting difference and diversity
 - Promote Development
 - » **Understand your team**
 - Understanding difference in strengths and weaknesses
 - » **Celebrate Success**
 - Reward

Managing Science and Family



Ines Batinic-Haberle, Ph.D.

Professor of Radiation Oncology
Duke University School of Medicine

San Francisco, November 2016

23rd Annual Meeting of the SFRBM

Women in science
Managing science and family

Ines Batinic-Haberle, PhD

Professor of Radiation Oncology
Duke University School of Medicine

I

My family



and

My science

After 20 years of basic and translational research
Mn porphyrins are now in clinical trials

**Most of you would probably like to be viewed
not as a woman in science, but as a colleague**

However there are indeed differences between you and your male colleagues
(that you will encounter), which may/may not be ascribed to you only
because you are a female

Difficult to say and thus allows space for DISCUSSION !!!

Ultimate requirement for a successful career



Find a life-time partner
who would be your best friend

- While it may seem at times that you can handle your career yourself, often diverse problems at work, many not under your control, may be overwhelming without the emotional and physical support at home
- Vice versa is true also, work may be a comfort in times of personal crises

NEVER PLAY ON ONE CARD
Always allow for at least two career options

Industry and/or Academia

- as an undergraduate consider both academia and industry
- get as much knowledge as possible
that would allow for both types of jobs in future

Supply yourself with very diverse portfolio
to allow for facile change in career direction

- Fill your pocket with different diplomas in your 20-ies
- While difficult at times, the 20-ies are years:
 - to learn
 - to understand yourself
 - to understand the world
 - to understand your options professional and personal

For example, if you like research, add MBA or law degree to your PhD
That would make you: (a) more competitive; (b) more confident and
(c) more at peace with daily life

Find a nice balance between training with
good, but available mentor
and
world famous, but never-around mentor

- Often being around the famous mentor may pay off with getting your next job,
- Yet being with available mentor may allow for life-learning experience
- If combined with good portfolio the 2nd option may work better

STARTING A FAMILY

- Decide to have a child when you are ready to dedicate him/her your time, AND, given the biological limitations
- Do not put off having a baby because of the career!!!
- You ONLY need to try to decide what to do with this first part of your life, thus career-wise, it is not a dramatic decision, yet it may impact your ability to have a baby at all

RAISING A CHILD

- Time spent with your child will pay off later in your life.
- Allow some time for your partner also to secure loving relations
- This may be your best and long-lasting investment into your family
- The child will be with you and need you for really only ~ 15 years
This is only ~1/3 of your career
- Spending time with a child, sharing love and making life-long bonds, provides you with unmatched wealth and huge advantage over your male colleagues and teaches you how to better handle life problems
- We live now long enough to allow for several career changes
as you learn to know yourself and understand the additional options which have not become obvious to you before
- You ONLY need to try to decide what to do with this first part of your life

While your child is growing, he will need you a lot

**ALLOW ALL THE TIME YOUR CHILD MAY REQUIRE
YOU WILL NEVER REGRET IT**

- Your child will need you very much **in its first years of life** and then less as he/she starts school; physical assistance will be replaced with invaluable emotional and mental help
- The child will need you to build his self-confidence during years of sport, music and all other activities where your presence is invaluable;
**Moreover, in those years all the child does, he/she does for you;
Yet the child is developing skills to be kind, generous and loving person to everybody (including you)**
- While this may be a significant burden at times, given that you are still young, you can easily compensate for those hours out of work during late night hours
- As he/she grows, try hard to keep insight into the child's thoughts, opinions, state of mind, etc.
- In a matter of days and weeks you may not be able to quite compensate for the loss of contact as he/she may start relying on the opinions of others that you may not necessarily like

Acknowledgments:

Sasha Jenkins Haberle, MD, MPH

Ivan Spasojevic, PhD

Rebecca Oberley-Deegan, PhD

Zrinka Rajic, PhD

Natalia Kuyi, PhD



Discussion

10-20 min with your group

Report out



WIS announcements

Survey

Please, complete the survey!

Join the WIS Committee!

Contact our Chair

Rebecca E. Oberley-Deegan

becky.deegan@unmc.edu

Thank you all for participating!

WIS acknowledgements

Invited Speakers

Kimberly Dunham-Snary, MSF, Ph.D. (Queen's University, Kingston, Ontario)

Edward Moeira Bahson, Ph.D. (University of Louisville)

Ines Batinic-Haberle, Ph.D. (Duke University)

Organizers

Maria Clara Franco, Ph.D.

Samantha Giordano, Ph.D.

Rebecca Oberley-Deegan, Ph.D.

Jaysaree Nath, Ph.D.

Michelle Booze, Ph.D.

Rebecca E. Deegan, Ph.D.
(Chair WIS Committee)

Lori Pearson
(Meeting & Membership Manager)

**Join us for an informal get together immediately
after the Opening Doors Event!**



Raffle!