

Building and Managing a Team

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Why me?

**I'm not completely sure,
but...**

Cameron Lab Today



The team works well together...

- **Started in 1997**
- **Promoted and tenured in 2002**
- **Promoted again in 2005**
- **Publish 7-10 papers per year**
- **Multiple sources of funding**
- **I'm still excited about science**

**Do you have what it takes to
raise a puppy?**



My recommendations...

- **Don't grow too fast**
- **Lead by example**
- **Establish best practices**
- **Be real and realistic**

I'm faculty now...



- **Faculty meetings**
- **Service on committees**
- **Entertaining guests**
- **Ceremonies**
- **Big science**
- **Big group**

Don't grow too fast

- **You are your lab's best resource**
 - You need to be in the lab
 - Lead by example
- **Identify a single person that can be “you” in your absence**
 - Need/desire to remain locally (continuity)
 - Great hands
 - Good mind (you're the intellectual driving force)

My first two years...

- **Year 0-0.5: Just two of us**
- **Year 0.5-1.5: becomes EIGHT**
- **Year 2: now five, what happened?**

Two can get you promoted, tenured and a grant renewal



Arnold...1999, JBC

Arnold...1999, Biotec

Gohara...1999, PEP

Arnold...1999, JBC

Arnold...2000, JBC

Gohara...2000, JBC

Hiring Practices

- **Selection by those on the front line**
- **Check all references by phone**
- **Use the probationary period**
- **Don't ignore your sixth sense**

Other useful tidbits...

- **All are equal**
 - Integrate all into the scientific enterprise, including maintenance
- **That which you start in the beginning should continue to the end**
- **Balance: time vs. goals**
- **Best practices, standard operating procedures and contracts**
- **Count to ten, one hundred or even one thousand**

Motivation 101



**Encourage collaboration both
in and out of the laboratory.**

Motivation 201



Encourage a welcoming, fun environment that reaches beyond your laboratory.

Motivation 301



Communicate and show your appreciation

Motivation 401



**Show them that you're a real person too,
and you even have a wild side!**

Questions!!!