

Lab Leadership: Your future as a Principal Investigator (PI)

Course organizers

- Brooke M. Harkness, OD, MS
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Course description

Are you ready to embark on a journey to become a Principal Investigator (PI)? This comprehensive course is designed to equip aspiring researchers with the knowledge, skills, and tools needed to excel in the role of a PI. Whether you're a graduate student, postdoctoral researcher, or mid-career professional, this course will provide invaluable insights and guidance for your career advancement.

Learning objectives

Attendees will leave this session with the ability to:

- Describe the core responsibilities, expectations, and challenges of a PI.
- List the leadership skills critical to success as a PI.
- Discuss best practices for establishing and maintaining an effective and healthy lab culture.
- Outline the key components of a lab budget (including staff and resources needs).
- Navigate common human resources tasks such as identifying talent needs, recruiting, and retaining talent, giving performance feedback and resolving conflict.

Presentations

Presenters and presentations may change.

Time	Topic	Speaker
1:00 PM	Welcome Course introduction	Ashik Mohamed, MBBS, MTech, PhD, MAMS
The Principal Investigator role: What are you signing up for?		
1:05 PM	Panel: The Principal Investigator role: What are you signing up for?	Joveeta Joseph Ruben, PhD
1:35 PM	Panel: The Principal Investigator role: What are you signing up for?	Jessica Cooke Bailey, PhD, MA
1:35 PM	Panel: The Principal Investigator role: What are you signing up for?	Neena B. Haider, PhD, FARVO
1:35 PM	Panel: The Principal Investigator role: What are you signing up for?	Derek Nankivil, PhD

Time	Topic	Speaker
Key concepts in employment negotiations		
1:35 PM	Key concepts in employment negotiations	Susana Marcos, PhD, FARVO
1:43 PM	Q&A Employment negotiations	
Building and managing your lab		
1:50 PM	Budgeting & finances - Keeping the lights on	Sue Aicher, PhD
2:00 PM	Working with the research administration team	Brad Noren
2:07 PM	Q&A budgeting	
2:14 PM	Ethical and Practical Dimensions of sharing research data	Tyler Hyungtaek RIM, MD
2:22 PM	Q&A Data Security	Sue Aicher, PhD
2.30pm	Break and networking	
Leadership & soft-skills round-up: Resources for success		
2:45 PM	Providing constructive feedback and active listening skills	Thomas Vincent Johnson, MD, PhD
2:52 PM	Cultural competency - Fostering diversity, equity, inclusion and accessibility	Neena B. Haider, PhD, FARVO
2:59 PM	Building and maintaining healthy work relationships	Thomas Vincent Johnson, MD, PhD
3:06 PM	Getting the most from your mentors while mentoring others	Geeta K. Vemuganti, DNB FAMS MD, FARVO
3:13 PM	Moderated discussion: Leadership & soft-skills round-up	(Speakers above)
Building and leading your team		
3:30 PM	Finding and managing talent: Determining the staff/skills needed to run the lab, recruiting, and screening candidates, giving structured feedback in a performance review, letting staff go.	Roomasa Channa, MD
3:37 PM	Establishing your lab culture: Setting goals, values, and guidelines for how the lab operates	Jessica Cooke Bailey, PhD, MA
3:44 PM	Managing individual staff: Delegating tasks, fostering personal investment/ownership in projects, work-life balance, retaining talent	Joveeta Joseph Ruben, PhD
3:51 PM	Managing team dynamics: Sharing resources, maintaining motivation, running effective meetings, communicating progress and challenges	Poonam Mudgil, PhD, FHEA, FARVO
4:01 PM	Managing conflict: Recognizing "first signals" of potential conflicts, getting to solutions, when to escalate	Zia Chaudhuri, MBBS MS FRCS PhD
4:11 PM	Moderated Discussion (Building and managing/leading your team)	(Speakers above)
Working with others		
4:20 PM	Successful collaborations	Scott M. Whitcup, MD, FARVO
4:30 PM	Considerations for international collaborations	Jennifer P. Craig, PhD FCOptom
4:37 PM	Moderated Discussion: Successful collaborations (Industry and Academia Perspectives)	(Speakers above)
Wrap-up		
4:45 PM	Key takeaways from the course	Brooke M Harkness, OD, MS