



UNIVERSITY
OF ABERDEEN

What does it mean to be a part-time PI?



What is a PI?

What makes a good PI?

Does being part-time make a difference?



What does a PI actually do?



Planning and preparing taught modules

Teaching undergraduate and Masters' students

Marking coursework and exam questions

Acting as personal tutor/advisor to undergraduate students

Writing research proposals

Carrying out and keeping up to date with research

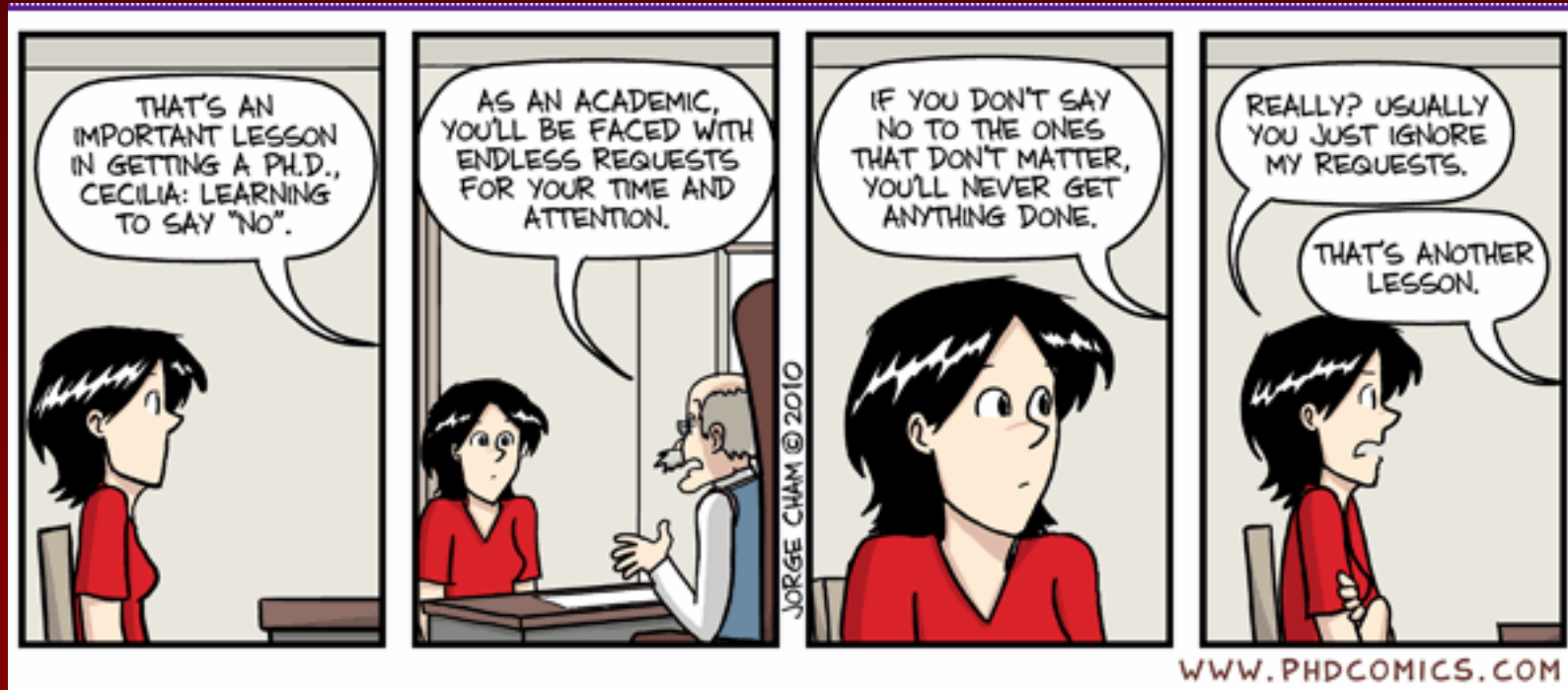
Attending and presenting at Conferences

Attending department and university Meetings

Serving on university committees

Managing their own office (word processing, email etc)

Social life, home and family time... plus much more...





What do you expect from a PI?



Interested in research

Available to discuss conclusions and ideas

Able to provide feedback on progress

Able to provide feedback on written work

Encouraging participation in group meetings, seminars,
conferences

Developing professional research qualities by example

Part-time?

Relying on your experiences as a researcher – what impact can working part time have?

PI unaware of your other commitments

Not easily contacted in working hours

PI has unrealistic expectations of what you are able to achieve

Your frustration at slow progress

Isolation/lack of team spirit

Any others?

Part-time PI

Your team may find:

Not available when they need to speak with you

Busy with other University commitments

Have unrealistic expectations of how much they should be achieving?

Are slow to provide feedback.

Any others?

The ideal research group...



Contacts their PI/supervisor and updates them on progress regularly

Produces ideas for discussion

Participates in group meetings, seminars and conferences

Meets agreed deadlines for research targets

Is committed to research excellence - gaining their PhD/publication

What does your group want from you?

Effective **two-way** communication

Opportunity to participate in decision-making

Clear decisions

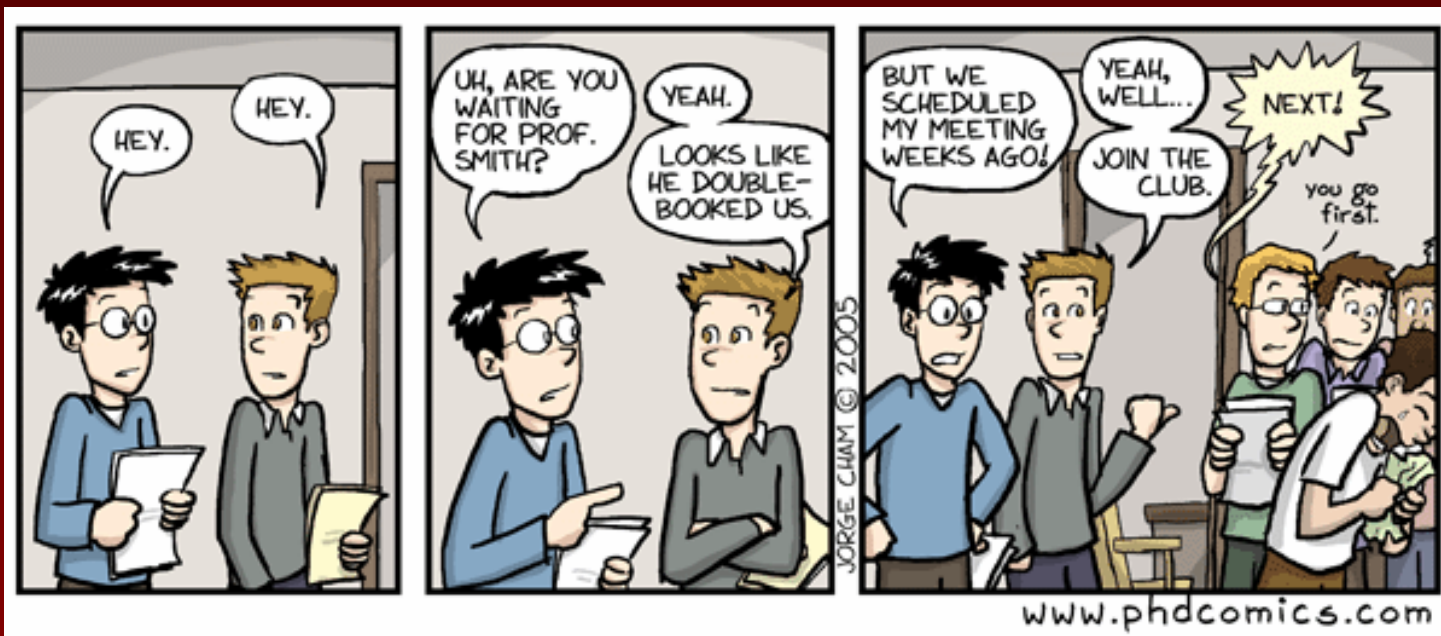
Effective feedback

Barriers to the ideal

What leadership style do you prefer?

Are there limitations on your time that may not be apparent to them?

Have you encountered difficulty in areas of research that you have not brought to their attention?





Moving Forward

Skills & competencies

Time management

People management

Giving Feedback

Project management

Overview

Decide what your team needs from you and what you need from your team

Consider any issues which may make that difficult to achieve

Skills/Determine a way to optimise the relationship between you and your team



“Management is doing things right;
leadership is doing the right
things.”

Peter Drucker and Warren Bennis



Contact

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Microsoft Excel - Technicians Skills Matrix - DEMO VERSION.xls

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2			 TECHNICIANS' SKILLS MATRIX		Technician 1	Technician 2	Technician 3	Technician 4	Technician 5	Technician 6	Technician 7	Technician 8	Technician 9	Technician 10	Technician 11	Technician 12	Technician 13
3	GENERIC SKILLS	SAFETY	Policy	1	1	1	2	1	3	1	1	2	1	1	3	1	
4			Emergency procedures	1	1	1	3	1	3	1	1	2	1	1	3	1	
5			First aid	3	3	3	1	3	3	3	1	2	1	2	1	1	
6			Risk Assessment	1	1	1	1	1	1	3	1	2	1	1	1	3	
7			PPE	1	1	1	1	1	3	1	1	1	1	1	1	1	
8			Experience with handling glassware	1	1	1	1	1	1	1	1	1	1	1	1	1	
9		Basic electrical equipment- limit of authority	1	1	1	1	1	1	1	1	1	2	1	1	1		
10		Basic lifting techniques	1	1	1	1	1	1	1	1	1	1	1	1	3		
11		Safe cleaning of apparatus	1	1	1	1	1	1	1	1	1	3	1	1	1		
12		Safe handling and disposal of biological wastes	1	2	3	2	2	2	2	2	2	3	2	1	1		
13		Handling of chemicals -hazard awareness	1	1	1	1	1	1	1	1	2	1	1	1	1		
14		Solution making (%age to nano-molar)	1	1	1	1	1	3	1	1	2	1	1	1	1		
15		Use of balances, pH meters	1	1	2	2	2	2	2	2	2	2	2	2	1		
16	Labelling	1	1	1	1	1	1	1	1	3	1	1	1	1			
17	Dispensing of chemicals etc	1	1	1	1	1	1	1	1	3	1	1	1	1			
18	Pipetting (Gilsons etc)	1	1	1	1	1	3	1	1	1	1	1	1	1			
19	Disposal of chemicals	1	1	1	1	1	3	1	1	3	1	1	1	1			
20	Filtering	1	1	1	1	1	1	1	1	1	1	1	1	1			
21	Use of gas	1	1	1	1	3	2	1	1	2	3	1	3	1			
22	Gas Cylinders coding & transport	3	3	3	2	3	2	3	2	3	2	3	2	3			
23	Glassware handling and cleaning	1	1	1	1	1	1	1	1	1	1	1	1	1			
24	Care tidiness and storage of Equipment	1	1	1	1	1	1	1	1	1	1	1	1	3			
25	Preparing requisitions for materials & equipment	1	3	3	1	1	1	1	3	1	2	1	1	1			
26	Basic admin skills	1	1	1	1	3	3	1	1	2	1	1	1	1			

Computing etc / Equipment / Specific Skills / Master / Blank Master / Specific Skills Analy

Ready

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Leadership v Management



Leadership

Vision

Transformational aspects

Establishing Direction

Aligning People

Motivating

Inspiring

Management

Day-today operations

Planning & Budgeting

Organising & Staffing

Controlling

Problem Solving