

# UW Women Faculty Day: Managing Up as a Mentee

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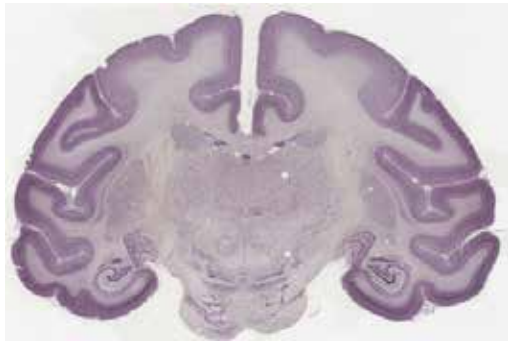
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# About Me



1. Neuroscientist studying learning and memory mechanisms in monkeys.



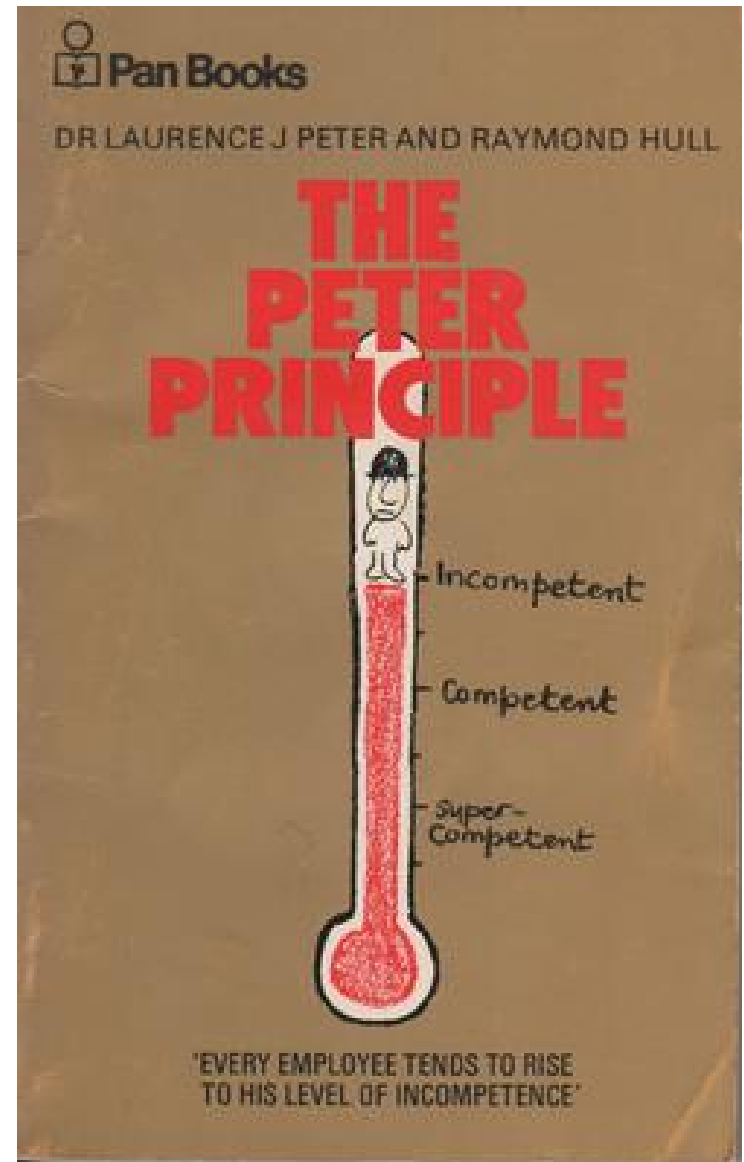
2. Educator



3. Mentor to trainees in my laboratory, Associate Director of Research, Primate Center, Interim Department Chair (July)

# The Peter Principle

- People are promoted to their level of incompetence, so everyone is bad at their job.
- Leaders in medical education may be excellent clinicians, researchers, and educators, but may struggle with leadership and management.



# General Principles

- Have a good understanding of the other person and yourself, especially regarding strengths, weaknesses, work styles, and needs.
- Use this information to develop and manage a healthy working relationship – one that is compatible with work styles and assets, is characterized by mutual expectations, and meets the most critical needs of the other person.

# Developing and Managing the Relationship

- Plan and set the meeting agendas
- Ask questions
- Actively listen
- Follow through on assigned tasks
- Ask for feedback
- Set goals and expectations
- Follow a regular meeting schedule with agenda

# General Advice

- Take ownership of the relationship
- Know your worth and your priorities
- Use your boss/mentor wisely
  - Time, Resources, Political Capital
- Effective communication

Academic relationships involve mutual dependence between two fallible human beings.