**What are some important aspects of your job?**

- Planning experiments:
  - What’s the Achilles’ heel of this new product/approach?
  - What experiment can we do to fail quickly?
  - What, exactly, is this measurement for?
- Communication is key!
  - 5-6 experiments, 6 months, 30 different PowerPoints.
  - What are the 2-3 key pieces of information people need?
  - Language between disciplines: clearly define terms

**What leadership training is available at Bayer?**

- Understood that you’re not hired as developed leaders.
- 25% of your goals are on personal development
- Leadership exchanges: discussion groups and classes about leadership techniques
  - For example: class with local theater directors about how to direct creative people
- Humongous commitment to diversity: Women in Science Exchange

**Does the culture encourage diversity and work-life balance?**

- Intentional and conscious about tackling gender bias
  - Faculty advisory board 50% women
  - Still unbalanced in the mid-level but working to change that
- Running a lab is a busy job, but admin and facilities assistance helps
- Collaborate with people you like working with on projects you care about!

**What’s working in a non-tenure institution like?**

- Hired with 5-6 year contracts
  - Reviewed every year, with big review in fifth year
  - Mentors help keep you on track
- Danforth fosters collaborative environment
  - Big Ideas 2.0: groups of graduate students and postdocs present idea to general audience, compete for seed money
- Facilities and administrative help top-notch
- Recruiting graduate students can be hard, even with great nearby schools

**Does the culture respect work-life balance?**

- Goal-focused: up to you how/when/where to accomplish goals
- Managing yourself is crucial:
  - Know what you can and cannot do
  - Prioritize and communicate those priorities: “These are the 10 things I’m working on – which should I de-prioritize in order do accomplish [new task]?”