

# Congratulations on Your New Grant - Now What?

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*\*Disclosure: Placeholder text.*



# Disclosures

- NIA and NCI Grant funded
- No conflicts



# Objectives

- Understand your job(s)
- Learn how to anticipate scientific issues/troubleshooting
  - Does the protocol need revision? Has the science changed? Did you get budget cuts?
  - How to staff, budget, organize and operationalize protocol
  - Establish clear roles, timelines, deliverables, authorship
- Be able to identify sources of advice
- Be aware of planning for the next grant
- Maintain a work-life balance



# Your Job- Team Builder and Leader

- Invest time in leadership skills
- Learn to delegate
- Include stakeholders
- Create an inclusive, safe environment
- Meet often as a group
- Be a cheerleader
  - Appreciate everyone's efforts
  - Organize and set clear expectations
  - Nurture new early stage investigators
- **LISTEN**



# Your Job- Fiscal Manager

- Fiscal manager
  - Identify your fiscal support persons
  - Include them on your team
  - Hold finance meetings
    - Finalize budgets; match to final protocol; consider fair reductions with cuts
    - Execute sub-contracts
    - Track invoicing and payment
    - Know carryover policies



# Your Job- Scientific Manager

- Does the protocol need revision? Has the science changed? Did you get budget cuts?
- How to staff, budget, and operationalize the protocol
- Develop & maintain training manuals; train and re-train
- Establish clear roles, timelines, deliverables
- Establish authorship at the start; develop written procedures for papers, data sharing
- Learn how to anticipate issues and troubleshoot



## Sources of Advice

- You are never too senior to need mentors
- Consider external advisors
  - Different perspectives
  - Content expertise
  - Potential future collaborators
  - Include stakeholders
- Listen carefully
- Don't ask too many people for advice
- Remember: You are the final decision maker



# Early and Mid-Course Corrections

- Changing course is part of being a scientist
- How has the science changed?
- Is accrual on target?
- Should I add/drop sites or collaborators?
- Should I add/drop measures, specimens?
- Know the procedures for changing aims





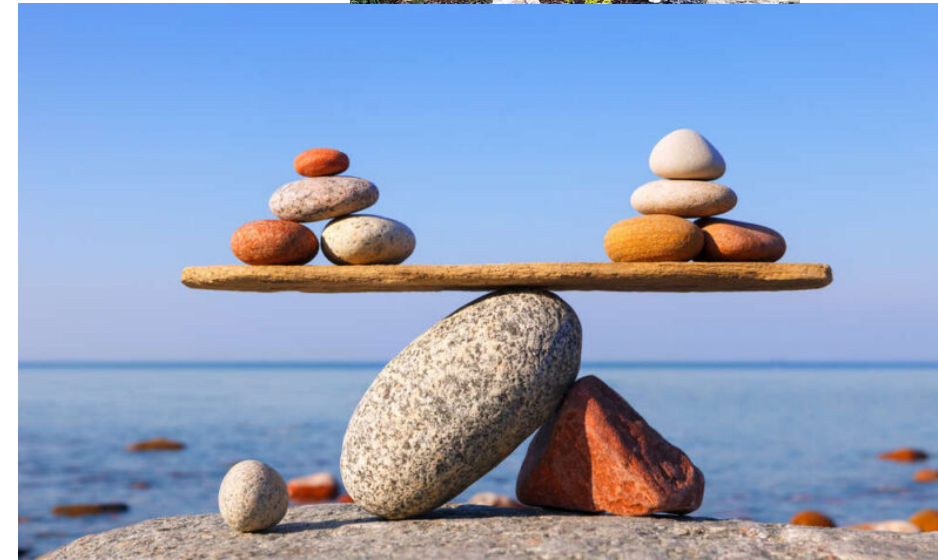
# Planning for the Next Grant

- Start immediately
- Plan early, mid- and later publications
- What preliminary data do we need from this grant?
- Who do we need on the team for the next grant?
- Start new collaborations 2-3 years ahead
- Bring in early stage investigators to develop new directions
- Revisit planning annually



# Work-Life Balance

- Structure your time- start with the most important
- Set limits
- Prioritize manuscript writing
- Build in fun breaks
- Take vacations (even small ones)
- Learn to say "No"
- If you are stressed, you are not alone; reach out



## Other Sources

- Antes AL et al. Leading for research excellence and integrity. Account Res. 2019; 26(3):198-226. PMID: PMC6533117
- Antes AL et al. Management practices .... foster research rigor..... PLoS One 2019 14(4). PMID: PMC6481787
- NIH Post-Award Monitoring and Reporting <https://grants.nih.gov/grants/post-award-monitoring-and-reporting.htm>
- Past talk by Dr. Laura Siminoff <https://nci.rev.vbrick.com/-/videos/6592b625-2a5a-4a08-af5b-2e67362c38f7>

Leadership development

<https://www.aamc.org/career-development/leadership-development>



# Thank You

