

Multi-PD/PI Leadership Plan

A multiple PD/PI leadership structure has been selected to provide the best possible training experience for our trainees. We consider the following to be vital attributes of the Program Leadership:

- (i) The PIs all have demonstrated a commitment to rigorous and supportive graduate training.
- (ii) All PIs have prior experience in administration of the current T32 program, and the lead PI (Wilusz) previously co-lead another graduate training award (NSF NRT GAUSSI) at CSU.
- (iii) Two PIs have a research focus that relies heavily on computational analysis, qualifying them to oversee the quantitative aspects of the curriculum (Peccoud, Sloan).
- (iv) Three PIs have strong, externally funded research programs relevant to Cell & Molecular Biology. Wilusz has externally funded contract for wastewater testing for the state of Colorado.
- (v) Two PIs are very familiar with the CMB Program Policies and Procedures (Wilusz, Argueso) qualifying them to ensure that qCMB students meet requirements of both programs.
- (vi) Two PIs are not part of the CMB Program Leadership, thus ensuring that qCMB needs are prioritized appropriately (Peccoud, Sloan).
- (vii) One PI has experience working outside of academia, allowing him to provide trainees with a unique perspective and effectively encourage and secure internships (Peccoud).
- (viii) One PI (Argueso) is a URM faculty member and has extensive experience with recruitment and mentoring of students from under-represented groups.
- (ix) All PIs have completed the CSU Grad Center for Inclusive Mentoring Mentor Well program or have initiated it and will complete it this year.
- (x) One PI (Wilusz) completed Leadership and Supervisor training through the HERS Institute.
- (xi) The PIs are in three different colleges which ensures that the program is supported by the colleges and that it caters to the interests of the faculty and students in each college. This also supports the interdisciplinary aspects of the program.

Conflict Resolution

If there is a disagreement between the PIs, they will first attempt to resolve it by meeting as a group, discussing and voting. If the vote is evenly split between the PIs or no consensus can be reached, then the dispute will be referred to the Academic Oversight Committee of the CMB Program (Deans of participating colleges and Graduate School), none of whom should be involved in the disagreement. The PIs all agree to abide by the decision of this committee.

Change in PI. If one of the PIs moves or can no longer carry out their duties, a new PI with appropriate expertise will be recruited from among the qCMB faculty. Selection will be made in consultation with the Steering Committee and the prospective PI's Dean/Department Head.

Roles and Responsibilities

All PIs will carry equal responsibility with respect to ensuring the program achieves its mission and meets its objectives. Each PI has a strong track record in the field of Cell and Molecular Biology but brings a unique perspective or expertise to the program. All PIs will attend monthly qCMB meetings, participate review of trainee applications, monitor student progress and meet as needed to discuss program affairs.

Dr Carol Wilusz | CMB Program Director | Professor, Microbiology, Immunology & Pathology | 16 % effort | Program Administration

Dr Wilusz will act as the contact PI. She has more effort assigned than the other PIs as her role as CMB Program Director positions her well to oversee the administration of the award budget through the CMB program with help from the program manager. Her long association with the CMB Program through teaching and administration has allowed her to become extremely familiar with the Program Policies and Procedures, and the student population. qCMB students see her as their first point of contact for many issues, given that she is Director of the parent program and all CMB students have several opportunities to interact informally with her over the course of the semester.

Dr Jean Peccoud | Professor, Chemical & Biological Engineering | 8% effort | **Internships & Careers**

Dr Peccoud has valuable experience outside of academia and will be responsible for encouraging and supporting student internships and career management. His background as an engineer, a field where internships are extremely common will also help in this endeavor. Dr Peccoud is also a computational biologist and can contribute to curriculum development.

Dr Juan Lucas Argueso | Professor, Environmental & Radiological Health Sciences | 8% effort | **Mentoring and Recruitment.** Dr Argueso has been consistently involved in recruitment and admissions for the CMB program for many years. He therefore provides perspective on our applicant pool and has experience in selling the strengths of our program to undergraduates, including URMs.

Dr Dan Sloan | Associate Professor, Biology | 4% effort | **Curriculum**

Dr Sloan's research interests in computational biology and genomics qualify him to ensure that the courses available meet the needs of our trainees. He will advise trainees individually as to what coursework and pre-requisite training is needed to allow them to be successful in their research and future careers. He will also lead regular reviews of curriculum (including one currently in progress) to ensure that redundant content is removed and necessary training in emerging fields and techniques is promptly incorporated in the form of new courses and/or workshops.