



University of Pittsburgh

Panel on Effective Leadership

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What is Leadership?

The ability to inspire people to take a specific direction or action when they truly have the freedom or choice to do otherwise.



Statistical leaders purposefully put themselves at the center of issues that are critical to their organizations. Using their knowledge of the organization, they motivate others to initiate change, develop solutions, and create value by acting on data and statistical reasoning.

“Moving to the middle”

JSM Leadership Workshop, 2014

NISS/SAMSI ENAR, 2

Types of Leaders

- “Leadership that is based on occupying a position in an organization is **assigned leadership**... Yet the person assigned to a leadership position does not always become the real leader in a particular setting.”
- **Emergent leadership** is acquired “through other people in the organization who support and accept that individual’s behavior... it emerges over a period through communication.”

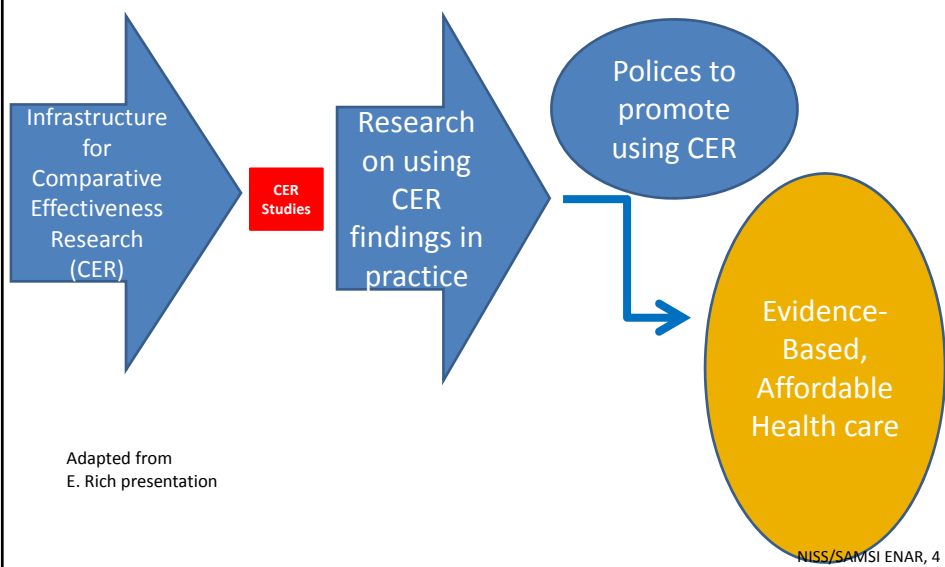


Lisa LaVange, FCSM 2014

Northouse (2010), *Leadership: Theory and Practice*, 5th edition, Sage

NISS/SAMSI ENAR, 3

If You Want to Have an Impact, Consider the BIG Picture, and LEAD



**Wait! I Went to
Graduate School to
Be a *Statistician*!**

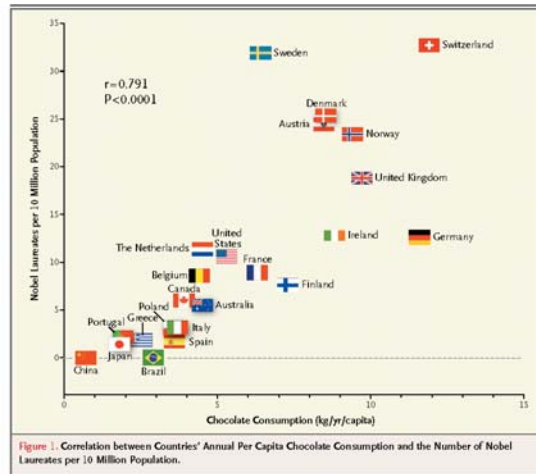
October 12, 2012

THE NEW ENGLAND JOURNAL OF MEDICINE

OCCASIONAL NOTES

Chocolate Consumption, Cognitive Function,
and Nobel Laureates

Franz H. Messerli, M.D.



**Correlation is
not causation...**

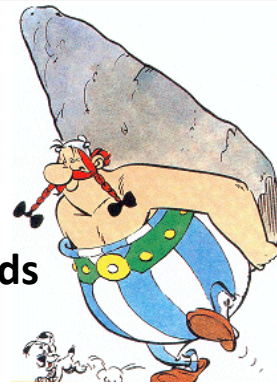
**The world
needs this
explained**

NISS/SAMSI ENAR, 5

Why Lead?

- You can have a greater impact
- You will have more chance for advancement and related rewards
- If you don't, someone else will
- BIG data needs BIG statisticians
- You're already doing it, there are lots of opportunities, so...

**Do it effectively and
be recognized for it**



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Skills Needed: You CAN Learn to Lead



Technical and Content



Communication



Acumen



Vision



Administrative Processes



Self Awareness



Personal Qualities

NISS/SAMSI ENAR, 7

<h3 style="text-align: center;">Early Career Faculty and Students In a Biostatistics Department</h3> <p style="text-align: center;">Leading Data-Driven Science in Public Health Via Innovative Methodology, Interdisciplinary Collaboration, and Impactful Education</p>		
	Formal Training	Informal Training
Internal Opportunities	Curriculum Communication Class TA/RA Positions Consulting Lab Mentoring Program	Collaborative Opportunities Proposal Writing and Review "Co" roles Substitution Mentoring by Example
External Opportunities	Internships Workshops	Mentoring Plan Implementation Attending Conferences

Resources?

Institutional Support?

Group? Target?

Incentives?

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Resources

AMSTATNEWS
The Membership Magazine of the American Statistical Association

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Preparing Biostatisticians for Leadership Opportunities

1 FEBRUARY 2012 2,203 VIEWS ONE COMMENT

Lisa LaVange, William Sotnicko, David Steffen, Lori Evans, and Michael Kosorok



A new course on statistical leadership, offered by the department of biostatistics in the Gillings School of Global Public Health at The University of North Carolina at Chapel Hill, was launched last fall. The course was the result of a year-long planning effort initiated by department chair, Michael Kosorok, and a planning committee of senior faculty led by professor William Kaluzbeck.

The motivation for offering a course in leadership was two-fold. First, the planning committee determined that many UNC biostatistics graduates held leadership positions throughout academia, government, and industry. Providing a course in leadership would ensure graduates were well equipped to

meet the challenges they would face when tapped for such a position. Second, the committee determined the concepts of organizational leadership and skills required to become an effective leader were not covered in any other course.

Leadership and Women in Statistics **JSM 2015**



Edited by
Amanda L. Golbeck
Ingram Olkin
Yulia R. Gel

 CRC Press
Taylor & Francis Group
A CHAPMAN & HALL BOOK

NISS/SAMSI ENAR, 9

Thank You



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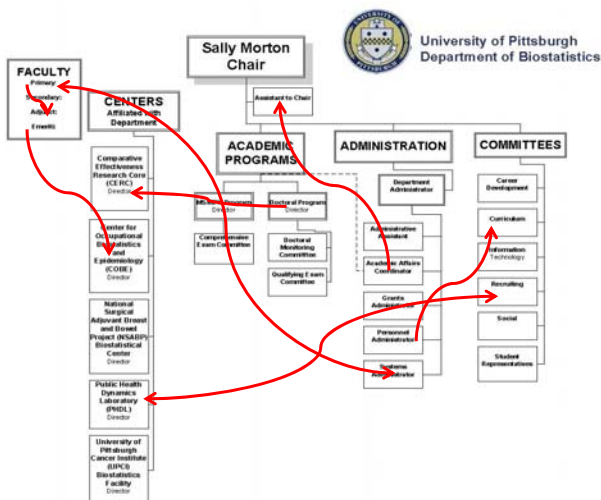


Organizational Acumen

Insight about governance, environment, culture, processes, procedures and how decisions are made (CalState U – Fullerton).

The Observed
Versus the
Latent
Organizational
Chart:

Where Do *YOU*
Actually Fit In?



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Business Acumen

The ability to size up a situation, balance reason and the interest of others, and act in a decisive, timely and appropriate manner that is congruent with the organization's values, goals and mission to achieve success (U of Washington).

The Big Picture

Where Does Your
Agency Fit in With
Respect to Policy
and Competitors?

What is *YOUR*
Value-Added?



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