Organizational and Institutional Factors in Team Science

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Wayne State University
Pre-Conference Workshop
2 June 2015

Figure 1. Impediments to Interdisciplinary Research (COSEPUP, 2004)

% Respondents Ranking as Top Impediment

<table>
<thead>
<tr>
<th>Impediment</th>
<th>Individuals</th>
<th>Provosts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion criteria</td>
<td>23.0</td>
<td>17.0</td>
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<td>Budget control</td>
<td>19.0</td>
<td>15.0</td>
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<tr>
<td>Strategic plans</td>
<td>12.0</td>
<td>9.0</td>
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<tr>
<td>Space</td>
<td>11.0</td>
<td>8.0</td>
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<td>Unit reporting</td>
<td>10.0</td>
<td>7.0</td>
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<td>Authorship credit</td>
<td>8.0</td>
<td>5.0</td>
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<tr>
<td>Publication</td>
<td>6.0</td>
<td>4.0</td>
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<tr>
<td>Autonomy</td>
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<td>4.0</td>
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<tr>
<td>Award agreements</td>
<td>4.0</td>
<td>3.0</td>
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<tr>
<td>Other</td>
<td>4.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Not answered</td>
<td>4.0</td>
<td>3.0</td>
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</table>
Recognition for Team Science and Cross-disciplinarity in Academia: An Exploration of Promotion and Tenure Policy and Guideline Language from Clinical and Translational Science Awards (CTSA) Institutions

KARA L. HALL, PHD
Director, Science of team science (SciTS) Team
Division of Cancer Control and Population Sciences
National Cancer Institute

&

Amanda L. Vogel, Manwai C. Ku, Julie Thompson Klein, Amanda Banacki, L. Michelle Bennett, Howard Gadlin, and Holly J. Falk-Krzesinski

(see last slide for affiliations)

October 24, 2013
National Academies Workshop on
Institutional and Organizational Supports for Team Science
Promotion and Tenure in Interdisciplinary Team Science: An Introductory Literature Review

Julie Thompson Klein in collaboration with Amanda Banacki
Holly Falk-Krzesinsksi
Kara Hall
L. Michelle Bennett and Howard Gadlin
Portrait of the Individual

- Annotation of Dossier and CV
- Educating Committees & Reviewers
- Administrative Support

- Evidence from Collaborators
- USC’s “Fair and Honest Attribution”

- Appropriate Criteria
• No single model adequate for plurality of ID
• Proxy measures vs. “warranted ID knowledge”
• Conventional metrics vs. expanded evaluation criteria and mapping tools*
• Long-term and unforeseen impacts
• Changing career trajectories
• Counting collaboration

So, who is responsible?

- Pfirman and Martin: “Interdisciplinary scholars must often negotiate their own process and structure at the same time they are trying to navigate them.”

- Gerry Rubin of Janelia Farms: “You decide you don’t want team science, or you change the review system.”

- Alignment: responsibility of candidates, mentors, committees, units, institutions, professional organizations and networks, funding agencies