Team Science

Promotion & Tenure Considerations
Team Science
Scientific collaboration, i.e., research conducted by more than one individual in an interdependent fashion, including research conducted by small teams and larger groups.

Team Scientist
Research accomplishments, publications and national reputation rest on original, creative, indispensable, and unique contributions made in conjunction with a group of collaborative scientists.
Team Science

Growth of Team Science

• Emerging emphasis on multifactorial problems requiring scientists with diverse skills and knowledge

• Growing research investment in translational research/team science

• Expanding infrastructure and resources

• Science of team science

• UK / College of Medicine Investment
  • COMMITS
  • VIP / Ignite
  • Grant success of centers/institutes
Pathways for Team Scientist Success

• Traditional P&T criteria for faculty have focused on independent investigators
  • Grants as PI
  • First/Senior Authored Publications
  • Awards

• Many institutions have created new P&T tracks for team scientists

• UK’s Governing Regulations promote flexibility within the regular title series track
  • GR VII.A.6 states that all educational units in which faculty appointment is permitted have established statements for use in guiding evaluations for promotion and tenure, describing evidences of activity in instruction, research and service that are appropriate to the field(s) represented in the unit.
Recommendation

Given AR2:1-1 requires that the faculty of every educational unit shall develop policy statements describing evidences appropriate to their field(s) that can be used to fulfill the criteria for promotion and tenure,

the faculty of each unit are encouraged to ensure that these departmental policy statements include evidences for effective collaborative team science and scholarship.

Endorsed by the Provost’s Office and COM Research Leadership Team
Evidence of Excellence

**Documentation** of **creative and innovative contributions** to grants and manuscripts

- Conception/design of a project
- Project Evaluation
- Intellectual contributions
  - Developed key tools
  - Designed/conducted the program evaluation
  - Analysis/interpretation of data
- Project Support
  - Administrative
  - Clinical
  - Supervisory
  - Materials

"Ever been to a grant review?"
P&T Process

• Burden on candidate and the candidate’s chair to document achievements and relate to statements of evidence
  • Annotation of CV / Summary of Evidence
  • Faculty/Chair letters
• Outside evaluations pf the P&T dossier by expert team scientists