



# DEVELOPING CORE COMPETENCIES FOR TEAM SCIENCE

# COLLABORATORS

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# THE WHY

- Team Science promotion in RFAs/FOAs
  - *“The purpose of this FOA is to encourage applications that assemble an interdisciplinary, collaborative team of creative, independent, and funded investigators to address a complex and important problem...”*
  - *“This funding opportunity announcement (FOA) encourages applications from institutions/organizations that propose to conduct research to address complex and challenging biomedical problems, through deeply integrated, multidisciplinary research teams.”*

# THE WHY

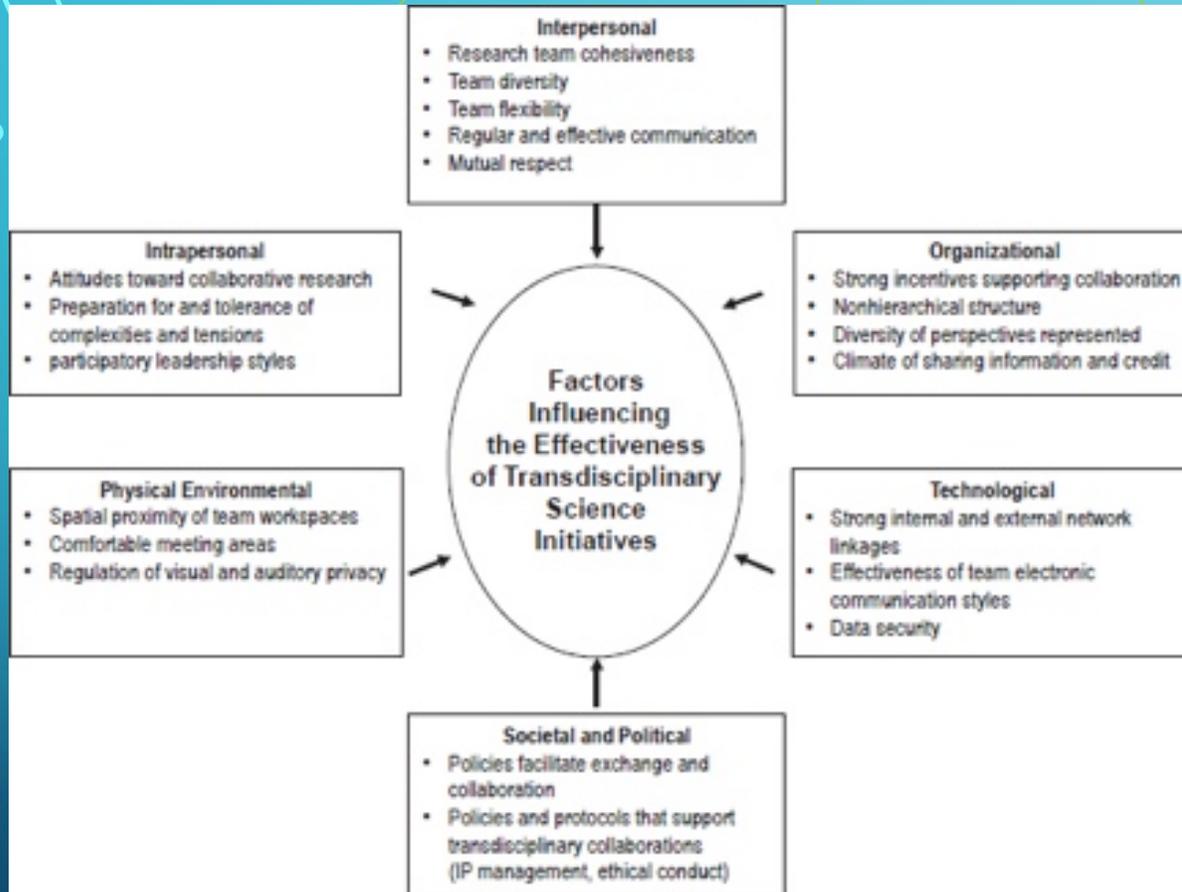
- Clinical and Translational Science Award
  - *“Applicants should describe how they will foster collaborations by providing education in team science to promote the development and implementation of multi-disciplinary teams.”*
- Do we know the competencies to drive education and training?
- Do we know a competent team scientist when we see one?

# WHAT IS A COMPETENCY?

- Are increasingly used in other areas of higher education
- Can be used to delineate and define
  - Knowledge areas
  - Skills
  - Attitudes
- Measureable (i.e., observation, cognition, attitudes)
- Can provide tangible standards for performance assessment during the educational process

## TEAM DEMANDS

Tasks  
Functions



Reward system

### Key Question

Right **people** with the right mix of KSA's?

Right **attitudes** about and willingness to team?

Demonstrate necessary teamwork **behaviors**?

**Communicate** effectively with each other and outside?

Possess a **shared understanding** (e.g., priorities, roles, vision)?

Leader and/or team members demo **leadership behaviors**?

Have favorable **conditions** (e.g., resources, culture)?

# WHAT WE WANT TO ACCOMPLISH, TODAY

- Identify distinct competencies that will result in effective collaborative team science
- Specifically...
  - Choose a competency that is critical to being a team scientist?
  - How can you measure this competency?

# IDEAL TEAM SCIENTIST--EXAMPLE

- Dr. T is a team scientist. T is an Associate Professor who has submitted both collaborative and single PI grants. As a result of this funding most of T's publications are multi-author publications. Dr. T leads a lab of post docs, junior faculty and doctoral students, with some occasional undergraduate students. T has implemented and promoted a developmental program to reach the varying professional goals of each of the lab members. Dr. T leads the lab in self-reflection whenever a team in the lab accomplishes their scientific goal (e.g., grant, publication, etc.). Dr. T regularly attends brown bag talks from other departments, as well as invites others to come speak to the team about research that is outside of their represented disciplines.

## DISCUSSION QUESTIONS

- Consider the ideal team scientist described
  - What competencies might this scientist have that would be considered a core competency in team science?
  - How would you measure the competency you identified?

# CTSA WORKGROUP

