Introduction to the Institute of Translational Health Sciences

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The ITHS is dedicated to speeding science to the clinic for the benefit of patients and communities throughout Washington, Wyoming, Alaska, Montana, and Idaho.

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- Connect with **collaborators** across the CTSA consortium.
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Translational Research Units
Gene & Cell Therapy Lab
Send ideas for future topics to:

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Education and Training

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Collaboration

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Today’s Agenda

ITHS Introduction

Liberating Structures: Impromptu Networking

Overview: Team Science & Collaboration

Liberating Structures: 25/10 Crowdsourcing

Open Discussion/Debrief
What are Liberating Structures (LS)?
- Interactive methods to help organize groups

When to use LS?
- Share information at meetings and conferences
- Planning and strategy
- Connecting to each other

Why use LS?
- Inclusive of all participants
- Adaptable

http://www.liberatingstructures.com/
LS Impromptu Networking

► How it works
  • Pair-up with someone new
  • Answer a question/prompt
  • Rotate at least 3 times

► Purpose
  • Set the stage with pre-decided questions
  • Participants meet each other and get up and move
  • Helps shy participants
Impromptu Networking: *Let’s Try It!*

Pair Up. Take turns responding to the question below (60 seconds per person, then switch). Change speaking roles and partners with the bell.

What do you hope to get from and give to this session?
Impromptu Networking: Debrief

1. Impromptu Networking Content: What new ideas did you have and/or hear?

2. Impromptu Networking Structure: Share some examples of how or where this structure might be useful in your work…
Overview: Team Science & Collaboration
Erin Blakeney, PhD, RN, Brenda Zierler, PhD, RN, FAAN,
What is Team Science?

**Team science** is a collaborative effort to address a scientific challenge that leverages the strengths & expertise of professionals trained in different fields.

Includes:
- small & large teams,
- uni- & multi-disciplinary groups,
- efforts that engage multiple stakeholders such as scientists, community members, & policy makers

Why should I care about Team Science?

► Scientific & social challenges are increasingly complex
  ▪ Need to collaborate to bring most advanced knowledge & methods to address challenges

► Today, 90% of all science & engineering publications have ≥ 2 authors
  ▪ Most articles now written by 6-10 authors from ≥ 1 institution
  ▪ Teams typically produce more highly cited research than individuals

► Specific to translational research:
  ▪ Translational Research Competencies related to Team Science in thematic areas of:
    □ Scientific Communication,
    □ Translational Teamwork,
    □ Leadership and
    □ Cross-disciplinary Training

► Teams often encounter challenges that impact efficiency, productivity, & optimal functioning

Ref: Cooke et. al, 2015
What challenges do teams face? (Part 1)

- Diverse team members may lack a common vocabulary
- Knowledge gaps can be difficult to overcome when two or more disciplines involved
- Large team sizes increase burdens of communication & coordination;
  - Less person-to-person interaction impacts the building of trust & shared understanding of goals & roles with other group members
- Multiple teams within a center or institution may have distinct goals that can lead to conflict around resources/recognition, etc.

Ref: Cooke et. al, 2015
What challenges do teams face? (Part 2)

Teams often have permeable boundaries

Geographic dispersion

Teams have high levels of task interdependence

Incentive & reward structures often focus on individual research contributions (e.g. appointment, promotion, tenure, sharing of indirects)

Ref: Cooke et. al, 2015
Do I have to work as part of a team?

Not Necessarily…

- Depends on your questions, methods, etc.
- Many individual scientists continue to make critical contributions and important discoveries

However, **translational researchers** almost always need to collaborate with others to be able to achieve their goals…

Ref: Cooke et. al, 2015
What drives team effectiveness?

Team Processes

Including:

1. Shared understanding of team goals
2. Shared understanding of member roles
3. How team handles communication, conflict, and hierarchy
4. How teams make shared decisions

Ref: Cooke et. al, 2015
How do you influence Team Processes? (Part 1)

**Team Composition**

- Identify knowledge, skills and attitude required for effective performance of the project so that task-related diversity among team or group members can best match project needs

**Team Professional Development**

- Teams need to be able to integrate member knowledge to achieve goals as well as to develop a shared understanding of research goals & member roles.
- Team training is often needed (though there is an evidence gap around best practices).

Ref: Cooke et. al, 2015
How do you influence Team Processes? (Part 2)

Leadership for Team Science:

- Research on organizational & team leadership has illuminated leadership styles & behaviors that foster positive interpersonal processes;
- Organizational & team leadership styles & behaviors can be acquired

Support In-Person & Virtual Collaboration:

- Determine ways to communicate progress, obstacles, & open issues;
- Need to intentionally foster exchanges that build trust, shared knowledge, & psychological safety

Ref: Cooke et. al, 2015
References? Where can I go to learn more?

1. “What Google Learned from its Quest to Build the Perfect Team” NY Times, Feb 25, 2016: https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?_r=0


Purpose

- Rapidly Generate & Sift a Group’s Most Powerful Actionable Ideas

Structure

- Individuals write bold idea & first step on index card
- Pass & Individually Scoring of Cards (scores 1–5; 5 rounds)
- Whole group calculate and share highest final scores & ideas ("who has a 25?")
On an index card, write:

What is your boldest idea for fostering collaboration in translational science?

No names
Try to write legibly
Pass cards around while milling (5 rounds)

Rate each card:
1 = ho-hum to 5 = fabulous, “I’m in!”

Decide your score before looking at others
Put rating on the back of the card
25-10 *Let’s Try It!*

Add all the scores after the last round

Post and/or collect high-to-low scoring ideas

**High**

**Low**
25-10 Debrief

1. 25-10 Content: What new ideas did you have and/or hear?

2. 25-10 Structure: How might this structure be helpful in generating ideas? Share some examples of how you might use this LS in your future work?
Open Discussion/Debrief

1) What questions do you have about Team Science and fostering collaboration for translational research?

2) What’s one thing that you will take away from this session?

3) What aspects of working in teams would you like to know more about?
Thank you!

Feel free to contact us!

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Seminar Evaluation

PLEASE COMPLETE BEFORE YOU LEAVE

https://is.gd/CareerDev

The brief evaluation survey is accessed via phone, tablet or laptop here: https://is.gd/CareerDev

Note that url is case sensitive: ‘C’ and ‘D’ need to be capitalized. Please complete the survey before leaving the room. Survey will close in the next 30 minutes.

Raise your hand if you would like a paper version of the survey instead of completing it on-line. Please complete only one form of the survey.

For those without cell service, please use a paper version of the survey.