

July 26-30
12:00-1:00pm PDT

ITHS | Institute of **Translational** Health Sciences
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Wednesday, July 28, 2021

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Building an Interdisciplinary Team

Learning Objectives

- Identify the attributes of an effective interdisciplinary research team
- Describe characteristics underpinning effective interdisciplinary team work
- Discuss best practices for developing interdisciplinary research

Definition of Interdisciplinary Research

“a mode of research by teams or individuals that integrates information, data, techniques, tools, perspectives, concepts, and or theories from two or more disciplines or bodies of specialized knowledge to advance fundamental understanding or to solve problems whose solutions are beyond the scope of a single discipline or area of research practice.”

Facilitating Interdisciplinary Research. National Academies. Washington: National Academy Press, p. 2



Attributes of Effective IDR Teams

- Communication
- Individual characteristics
- Leadership and management
- Personal rewards, training and development opportunities
- Quality and outcomes of care (if clinical research)



Nancarrow et al., 2013

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Attributes of Effective IDR Teams

- Appropriate skills mix
- Team climate
- Appropriate processes and resources
- Respecting and understanding roles
- Clarity of vision



Nancarrow et al., 2013

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Poll Question

Of the 10 attributes which one is the most difficult for your team?

1. Communication
2. Individual characteristics
3. Leadership and management
4. Personal rewards and development opportunities
5. Quality and outcomes of care
6. Appropriate skill mix
7. Appropriate process and resources
8. Team Climate
9. Respecting and understanding roles
10. Clarity of vision

Challenges



Overcoming Communication Barriers



- Frequent face-to-face meeting
- Video-conferencing
- Joint fieldwork
- Social events
- Rewards and incentives to teams rather than individuals
- Writing together to encourage integration across disciplines

Characteristics of Effective Teams

Team Processes	Tools
Shared understanding of team goals	<ul style="list-style-type: none">• Project Charter• Welcome Letter
Clearly identified member roles	<ul style="list-style-type: none">• Project Charter• Meeting Roles• Welcome Letter
How team communicates & handles conflict, hierarchy, etc.	<ul style="list-style-type: none">• Team agreements• Personal & Social Styles• Conflict mode preferences• Listening skills
How team makes shared decisions	<ul style="list-style-type: none">• Team agreements• Welcome letter• Meeting roles

How to Influence Team Processes



Best Practices for Building IDR Team

- Create psychological safety
- Develop collaborative agreements
 - Overall goals
 - Who will do what within the team
 - Authorship/credit process
 - Contingencies and communication plan
 - Conflict of interest process

Project Leadership for IDR



- Identify expertise & assign appropriately
- Be open to new methods
- Consider how analyses may be structured from different disciplines'
- Recognize that team responsibilities may go beyond traditional areas
- Consider the role and contributions of other stakeholders

Characteristics of Team Leaders



“Helen, you’re the Team Leader,
why don’t you jump first?”

- Self-awareness (emotional intelligence tools)
- Ability to adjust behavior
- Willing to focus on the needs of others more than your own
- Helps to overcome interpersonal & productivity barriers
- Dynamic measure

Traits of Interdisciplinary Team Leaders

- Interest in wide ranges of subjects
- Respect for other disciplines
- Willing to promote success of other disciplines
- Good interpersonal and team-building skills
- Proactive in engaging with other partners

https://jlesc.github.io/downloads/docs/ISSTI_Briefing_Note_3-Building_Interdisciplinary_Research_Teams.pdf

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Collaborative Leadership Characteristics



Other Challenges

- Appointment, Promotion, and Tenure (APT) within the context of interdisciplinary research (team science):
- Early career faculty perceive team science as risky
- Establishing themselves as independent investigators
- Review criteria for the evaluation of investigators participating in team science
- Ongoing work on developing an APT Toolkit for faculty, chairs, APT Committees, external reviewers



Sharing Recognition and Credit



Journal of Interprofessional Care



ISSN: 1356-1820 (Print) 1469-9567 (Online) Journal homepage: <https://www.tandfonline.com/loi/ijic20>

**Interprofessional education and practice guide:
interprofessional team writing to promote
dissemination of interprofessional education
scholarship and products**

Mia T. Vogel, Erin Abu-Rish Blakeney, Mayumi A Willgerodt, Peggy Soule
Odegard, Eric L. Johnson, Sarah Shrader, Debra Liner, Carla A. Dyer, Leslie W.
Hall & Brenda Zierler

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Team Writing



Interprofessional Team Writing Toolkit

This toolkit is designed for IPE and Collaborative Practice researchers of all levels interested in improving scholarly writing with their interprofessional teams.



<https://collaborate.uw.edu/resources-and-training/online-training-and-toolkits/>

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Summary

Attributes of an effective IDR Team



Characteristics underpinning successful IDR Teams



Leadership and IDR Teams



Best practices for building IDR teams

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Connect with Team Science

- Annual ITHS Team Science Boot Camp
- Leadership & Team Coaching
- Facilitation & Retreat Services
 - Jennifer Sprecher: sprechj@uw.edu
 - Nicole Summerside: nicoles1@uw.edu
 - Brenda Zierler: brendaz@uw.edu
 - Erin Blakeney: erin2@uw.edu

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- UW Center for Health Sciences Interprofessional Education, Research, and Practice (CHSIE)

Resources

- <https://collaborate.uw.edu/resources-and-training/online-training-and-toolkits/>
- UW Collaboration Consortium - an informal collection of interdisciplinary centers on campus that has been meeting regularly to brainstorm and strategize ways to build support for interdisciplinary and community-engaged efforts on campus.
Contact: Jennifer Davison @ jnfrdvsn@uw.edu
- <https://www.teamsciencetoolkit.cancer.gov/Public/Home.aspx>

References

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- Vogel, M., Blakeney, E.L., Willgerodt, M. A., Johnson, E. L., Shrader, S., Liner, D., Dyer, C., Odegard, P. S., Hall, L., Zierler, B. (2018). Interprofessional Education and Practice Guide: Interprofessional team writing to promote dissemination of interprofessional education products. J Interprof Care, 33:5; 406-413
- Graesser, A.C., Fiore S.M., Greiff S., Andrews-Todd, J., Foltz, P.W., Hesse, F.W. (2018). Advancing the science of collaborative problem solving. Vol 19(2): 59-92

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- Nancarrow S.A, Booth A, Ariss S, Smith T, Enderby P, Roots A. (2013). Ten Principles of good interdisciplinary team work. Human Resources for Health, 11(19): 1-19.
- https://jlesc.github.io/downloads/docs/ISSTI_Briefing_Note_3-Building_Interdisicplinary_Research_Teams.pdf



QUESTIONS?