Introduction to Clinical Research
Boot Camp 2020

INVESTIGATOR TRACK
Day 4

Thursday, July 30, 2020

ITHS | Institute of Translational Health Sciences
ACCELERATING RESEARCH. IMPROVING HEALTH.
Building an Interdisciplinary Team

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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.”

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
Attributes of Effective IDR Teams

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

Nancarrow et al., 2013
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

- Communication
  - Multiple Projects
  - Accountability
  - Interdisciplinary Resources
  - Project Management
    - Hierarchy
    - Leadership
    - Shared Goals
- Roles
  - New Team Members
  - Preventing Burnout
  - Maximizing Strengths
    - Professional Development
- Task Management
- Delegation
- Standard Operating Procedures
- Workloads
Overcoming Communication Barriers

- Frequent face-to-face meetings
- 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

<table>
<thead>
<tr>
<th>Team Processes</th>
<th>Tools</th>
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<tbody>
<tr>
<td>Shared understanding of team goals</td>
<td>• Project Charter&lt;br&gt;• Welcome Letter</td>
</tr>
<tr>
<td>Clearly identified member roles</td>
<td>• Project Charter&lt;br&gt;• Meeting Roles&lt;br&gt;• Welcome Letter</td>
</tr>
<tr>
<td>How team communicates &amp; handles conflict, hierarchy, etc.</td>
<td>• Team agreements&lt;br&gt;• Personal &amp; Social Styles&lt;br&gt;• Conflict mode preferences&lt;br&gt;• Listening skills</td>
</tr>
<tr>
<td>How team makes shared decisions</td>
<td>• Team agreements&lt;br&gt;• Welcome letter&lt;br&gt;• Meeting roles</td>
</tr>
</tbody>
</table>
How to Influence Team Processes

Team Composition

Team Professional Development

Leadership for Team Science

Support In-Person & Virtual Collaboration
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

• 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
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

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
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/
Summary

- Attributes of an effective IDR Team
- Characteristics underpinning successful IDR Teams
- Leadership and IDR Teams
- Best practices for building IDR teams
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
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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

References


References


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

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