Team Science Promotion and Tenure Process
Subcommittee of SOM By-laws Committee

• Charged with considering a new process for promotion and tenure for “team science”

• Subcommittee membership:
  • Robert A. Salata, MD, DOM, Chair
  • Jill Barnholz-Sloan, PhD, CCC
  • Danny Manor, PhD, Nutrition/Pharm
  • Grace McComsey, MD, Peds
  • Amitabh Chak, MD, DOM
  • David L. Brown, MD, CCF
  • Andrea Kurz, MD, CCF
  • Dennis Super, MD, MHMC
  • Robert Bonomo, MD, VAMC
Process

• Discussion about definition of Team Science and Team Scientists
• Review of CWRU SOM language in current By-laws for team science for P&T consideration from 2006
• Reviewed standards from multiple institutions nationally
• Subcommittee has met 5 times since July 2013 to discuss major issues and develop draft guidelines document
• If endorsed, can be operative for AY 2014-2015
Team Science

- Multi-investigator team(s)
- Transdisciplinary effort
- High impact research
- Clinical and disease implications
- Cooperative group with respect to contributions
- Advancement as a group including promotion and tenure process
Major points of current draft guidelines document for promotion to Associate and Professor and award of tenure

• Applies to tenured track, tenure and non-tenure track candidates whose primary area of excellence for promotion and tenure is research; further guidelines for educational teams forthcoming

• Candidates must identify as an independent scientist, a team scientist or both

• Team scientists represent those where the greater portion of research accomplishments, publications, grants and national reputation rest on original, creative, indispensable and unique contributions with a group or groups of other scientists
Major points of current draft guidelines document for promotion to Associate and Professor and award of tenure

• Supplementary materials will be needed if applying as a team scientists or both and independent and team scientists
  • Personal statements should reflect a detailed description of the type or types of contributions made to teams
  • The publications and grants should be carefully annotated to indicate the precise role and extent of contributions
  • At least 2 of the 4 collaborators/mentors/colleagues to write on behalf of the candidate should be identified as a team colleague and should explicitly describe the candidates contributions
  • External referees should be carefully chosen (often being team scientists themselves); the SOM will notify external referees of this new evaluation process
Team science guidelines – further steps

• Presentation and endorsement by the SOM Dean and Vice-Deans
• Presentation and endorsement to By-laws Committee, Faculty Council, Department and Center Chairs, and Department CAPT chairs and members
• Presentation and approval by the Provost