

To affirm that the University of Florida supports and values participation in **team science/scholarship** and to establish measureable criteria for promotion **and tenure**, we propose the following:

- An explicit statement by the University stating the importance and value of contributions to team science should be included in the tenure and promotion guidelines. E.g:
 - The University of Florida recognizes that teams of investigators are responsible for many new discoveries and advancements of knowledge. Therefore, documentation of an individual faculty member's significant contributions to effective teams will be considered as evidence for distinction in **research/scholarship**.
 - Because participation in collaborative, multidisciplinary research teams is highly valued, authorship other than listed as first or last author will be recognized as significant as long as the faculty member's unique contribution can be discerned by descriptions from the faculty member, chair and collaborators.
- Mutually beneficial collaborations underpin the effectiveness of multidisciplinary teams, so that the expertise of one individual complements the expertise of others and results in innovation. Demonstration of significant contributions to effective teams will be documented in the promotion packet by:
 - Description by the faculty member of **scholarly/scientific** contributions to each team of investigators he/she is engaged with, including design, performance, analysis, presentation and publication of research and preparation and submission of research grants. Such information should be summarized in the narrative describing contributions to the discipline and noted in a description of each listed publication and research grant.
 - The Chair's letter must describe the contribution of the individual faculty member to the overall success of the **research/scholarship** team(s).
 - Up to three letters of evaluation should be solicited from collaborators (internal or external, at or above the rank being sought) who will describe the activities and impact of the individual faculty member on the project(s) and results produced by the **research/scholarship** team(s). These letters would be in addition to the required letters of evaluation.
 - A faculty member may, as an option, include a network analysis of the extent and impact of their collaborations with investigator and investigative teams.
- Each College should delineate which activities it considers major, moderate and minor contributions to the impact of an investigative/scholarship team.¹¹ As examples only:
 - For grant preparation:
 - Major contribution = substantive input into the overall research design with inclusion of pilot or preliminary findings from the faculty member's work
 - Major contribution = responsibility for writing the overall grant
 - Moderate contribution = writing one or more sections
 - Minor contribution = overall critical review of the proposal without substantive changes
 - For research activities:
 - Major contribution = regular participation in one or more of the protocol activities and regular participation in investigator meetings
 - Moderate contribution = participation in data collection, participant recruitment, data management, or quality control activities
 - Minor contribution = serving as an advisor or consultant for protocol activities
 - For analytic activities:
 - Major contribution = planning, directing and performing the analyses; developing the results tables and descriptions; partnering in the interpretation of findings ; substantive input into the overall organization and writing of a manuscript
 - Moderate contribution = preparing and writing the analytic section
 - Minor contribution = performing selected portions of the analyses or the written manuscript
- Deans and Promotion and Tenure Committees should be provided with educational modules on team science and assistance with the implementation of the Policy and Procedures Regarding Team **Science/Scholarship**.