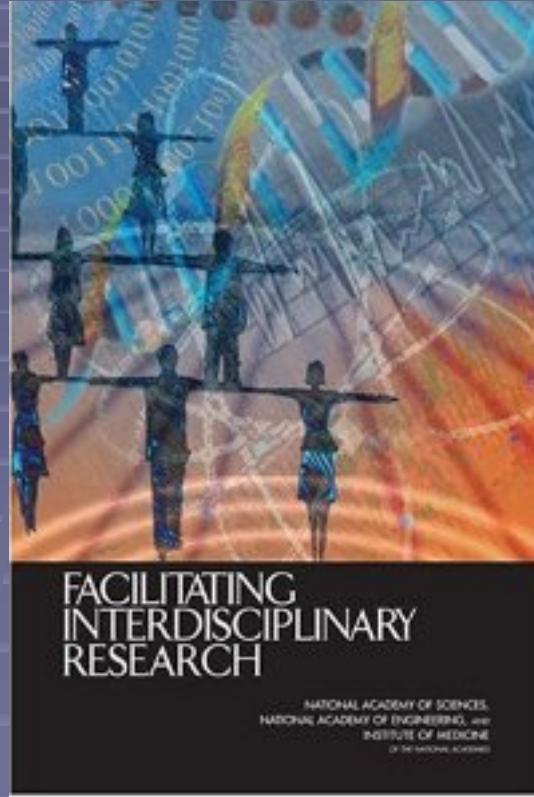
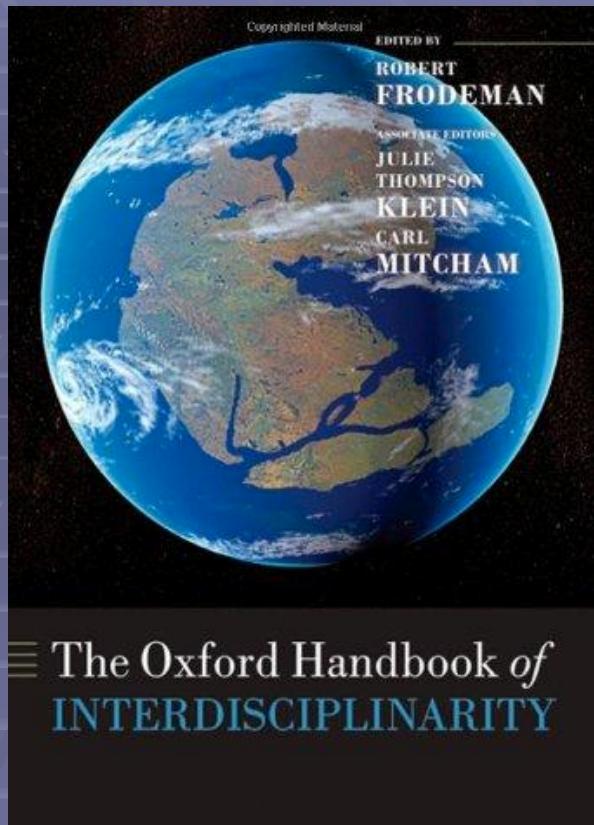


Promotion and Tenure in Interdisciplinary Team Science: An Introductory Literature Review

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Holly Falk-Krzesinski
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L. Michelle Bennett and Howard Gadlin



Tenure Across Borders

July 22, 2011

By Dan Berrett

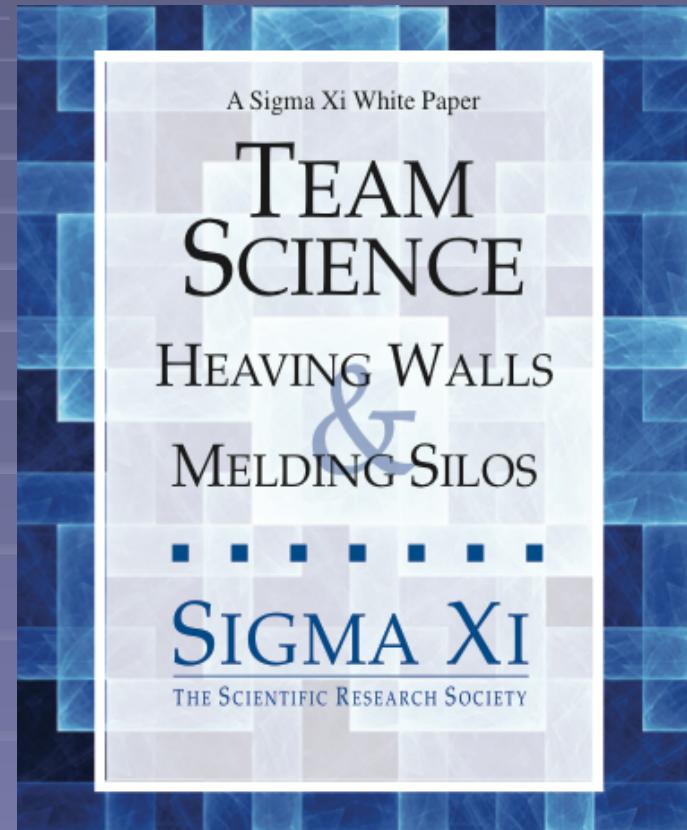
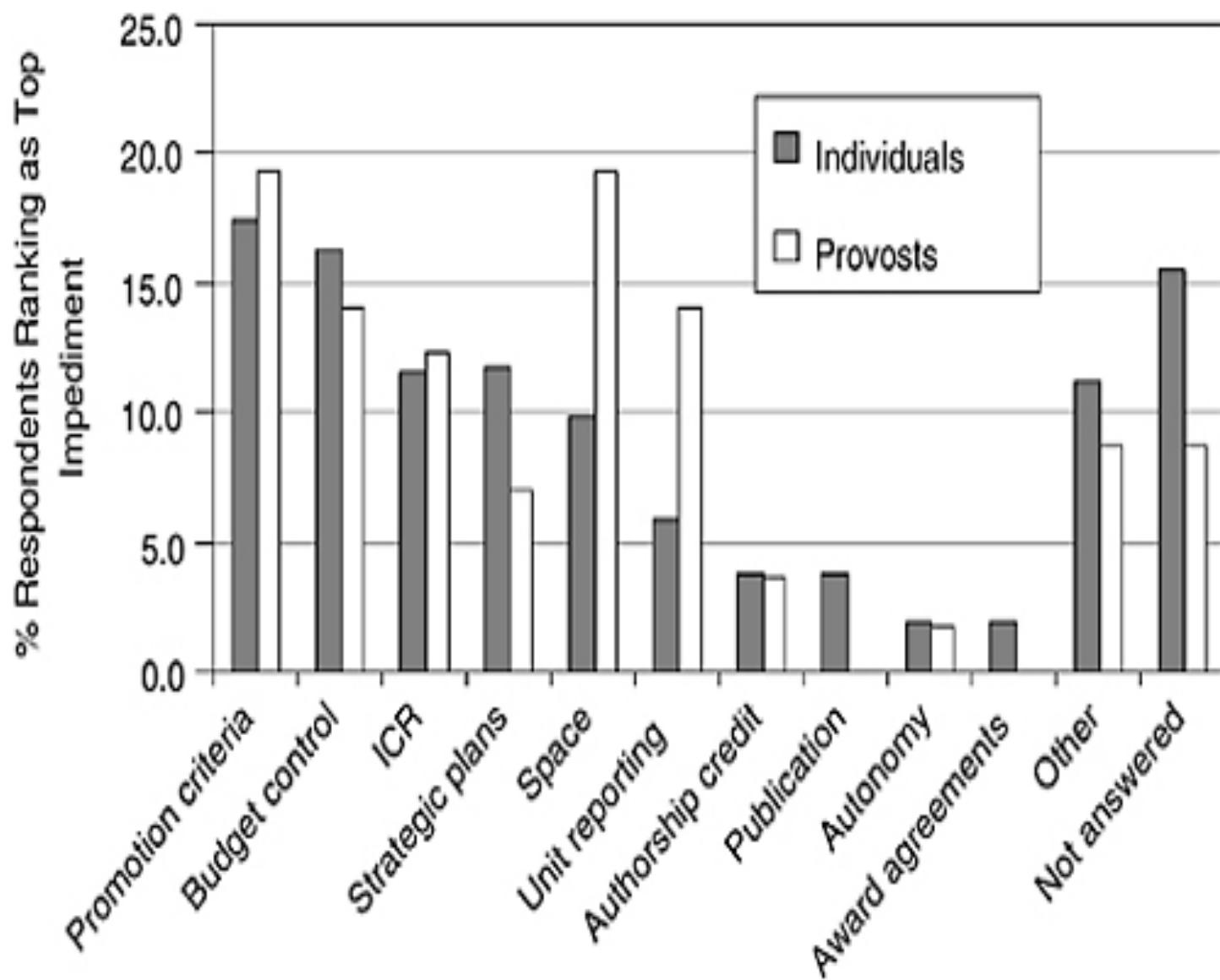


Figure 1. Impediments to Interdisciplinary Research (COSEPUP, 2004)



Stage One

- **Institutional structure and culture**
- **Ads and Interviews > MOU or LOA**
- **Review committees**
- **Mentoring**
- **Career pathway models**



Preparation of the Dossier

- **Portrait of the Individual**
- **Annotation of Dossier and CV**
- **Educating Committees and FAQs**
- **USC's "Fair and Honest Attribution"**
- **Collaborators' Letters**
- **Administrators' Reports**
- **Personal Statement and CV/Website**

Criteria of Evaluation

- No single model adequate for plurality of ITS
- Proxy measures vs. expanded criteria
- Talking Points Indicators
- From Metrics to Strategies
- ASU/AME Indicators
- Changing Career Trajectories
- Tenure first, interdisciplinarity later.
- Individual reputation first, collaboration later.

So, who is responsible?

- **Pfirman and Martin:** “Interdisciplinary scholars must often negotiate their own process and structure at the same time they are trying to navigate them.”
- **Gerry Rubin of Janelia Farms:** “You decide you don’t want team science, or you change the review system.”
- **Alignment:** responsibility of candidates, mentors, committees, units, institutions, professional organizations and networks