



**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**

# **CAIRIBU 2023 Initiative: Best Practices in Collaborative Science**



**March-July 2023,  
5-Part Virtual Workshop Series**

**Facilitator: Whitney Sweeney, PhD**

***Organized by the CAIRIBU Interactions Core***  
*CAIRIBU@urology.wisc.edu*



## Participant learning objectives:



- **Form effective interdisciplinary research teams for greater innovation and impact**
- **Cultivate a psychologically safe culture for your interdisciplinary research collaborations to improve performance and maximize research impact**
- **Facilitate interdisciplinary conversations to establish a shared team understanding of processes and systems**
- **Learn to facilitate interdisciplinary conversations to establish a shared team understanding of processes and systems**



**Series Facilitator: Whitney Sweeney, PhD, Scientist, Team Science Initiatives, University of Wisconsin Institute for Clinical and Translational Research (ICTR)**

Whitney Sweeney, Ph.D., is working with the CAIRIBU U24 Interactions Core to support and enhance our capacity to effectively form, launch, and manage interdisciplinary teams in non-malignant genitourinary research.

## Why Whitney?

- **Whitney is a Scientist for ICTR Team Science Initiatives at the University of Wisconsin-Madison. In her current role, Dr. Sweeney develops and implements resources and tools to expand complex team science for translational teams.**
- **Prior to joining ICTR, Whitney served on the team that founded the American Family Insurance Data Science Institute at UW-Madison. As Assistant Director, she established policy and processes, assembled teams, and managed operations for the new center.**
- **Whitney supported faculty research and graduate education in the UW-Madison Department of Biostatistics and Medical informatics for over 12 years.**
- **She holds a Ph.D. in Cognitive and Biological Psychology from the University of Minnesota-Twin Cities**



## SERIES AGENDA

### 1) March 6: Best Practices in Collaborative Science: Forming Successful Research Teams

- Introductions, learning objectives for series, preview of coming sessions, administration of pre-test
- Topics:
  - Types, forms, and stages of collaboration
  - Benefits and challenges of collaboration
  - Identifying team mission, vision, and goals
  - Effective team composition and assembly
- Conclusions, questions and answers, and administration of post-test
- March Community of Practice (60 minutes) will be held on March 20 and provide an open forum for questions and exploration of team science case studies and examples related to forming successful research teams.
- Related resources:
  - National Research Council 2015. Enhancing the Effectiveness of Team Science. Washington, DC: The National Academies Press. <https://doi.org/10.17226/19007>.

### 2) April 3: Best Practices in Collaborative Science: Psychological Safety and Team Success

- Introductions
- Topics:
  - Defining trust and psychological safety
  - Impact of team culture on performance
  - Methods of fostering healthy team cultures
- Conclusions, questions and answers, and administration of post-test
- April Community of Practice (60 minutes) will be held on April 17 and provide an open forum for questions and exploration of team science case studies and examples related to psychological safety and team success.
- Related resources:
  - Edmondson, A. (2018). *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* (1st ed.). Wiley.
  - Phillips, K. W. (2014). How diversity works. *Scientific American*, 311(4),42–47. <https://doi.org/10.1038/scientificamerican1014-42>



## **SERIES AGENDA**

---

### **3) May 1: Best Practices in Collaborative Science: Successful Team Communication**

- Introductions
  - Topics:
    - Developing deep knowledge integration for shared understanding
    - Coordinating team resources, systems, and processes
    - Incorporating effective feedback
    - Resolving conflicts
  - Conclusions, questions and answers, and administration of post-test
  - May Community of Practice (60 minutes) will be held on May 15 and provide an open forum for questions and exploration of team science case studies and examples related to successful team communication.
- 

### **4) June 5: Best Practices in Collaborative Science: Setting your Science Team Up for (Measuring) Success**

- Introductions
  - Topics:
    - Benefits and challenges of team evaluation
    - Articulating components of a team evaluation plan
    - Identifying metrics to assess progress throughout stages of project lifecycle
  - Conclusions, questions and answers, and administration of post-test
  - June Community of Practice (60 minutes) will be held on June 19 and provide an open forum for questions and exploration of team science case studies and examples related to successful team communication.
- 

### **5) July 10: Best Practices in Collaborative Science: Leading Your Team to Success**

- Introductions
- Topics:
  - Understanding challenges in leading translational teams
  - Applying transformational leadership to translational science
  - Applying leadership strategies to promote team science best practices
- Conclusions, questions and answers, and administration of post-test
- June Community of Practice (60 minutes) will be held on July 31 and provide an open forum for questions and exploration of team science case studies and examples related to successful team communication.



**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**



# **SESSION 1**

# Whitney Sweeney, PhD

Scientist, Team Science initiatives, UW Institute for clinical and translational research

---

## SESSION 1, March 6

---

### FORMING SUCCESSFUL RESEARCH TEAMS:

Diverse and high-functioning interdisciplinary teams are essential for tackling complex research problems. But creating impactful teams can be challenging, mainly because few researchers are trained to assemble and direct a successful team. In response to this need, this workshop will provide an overview of the best practices for assembling an effective team.

#### GOAL:

- This workshop will help you develop knowledge and skills to form effective interdisciplinary research teams for greater innovation and impact.

#### After completing this workshop, you will be better prepared to:

- Leverage interdisciplinary collaborations to generate more innovative research.
- Engage and motivate prospective collaborators by clarifying your team's purpose and goals.
- Create maximum research impact by strategically selecting team members and assembling effective expert teams.

#### References and resources:

- National Research Council 2015. Enhancing the Effectiveness of Team Science. Washington, DC: The National Academies Press.  
<https://doi.org/10.17226/19007>.



**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**



# **SESSION 2**

# Whitney Sweeney, PhD

Scientist, Team Science initiatives, UW Institute for clinical and translational research

## SESSION 2, April 3

### PSYCHOLOGICAL SAFETY AND TEAM SUCCESS:

Psychologically safe cultures are those in which team members believe that “...one will not be punished for speaking up with ideas, questions, concerns, or mistakes and that the team is safe for interpersonal risk-taking.” Research has shown that it is the greatest predictor of team performance<sup>1</sup> and is essential for collaborations to realize the benefits of a diverse team.<sup>2</sup> This workshop will provide strategies to help interdisciplinary research collaborations establish psychological safety in their teams and leverage the potential of all team members.

#### GOAL:

- This workshop will help you cultivate a psychologically safe culture for your interdisciplinary research collaborations to improve performance and maximize research impact.

#### After completing this workshop, you will be better prepared to:

- Understand the impact of psychological safety on team performance in interdisciplinary research teams
- Assess the psychological safety of an interdisciplinary research collaboration
- Identify strategies to strengthen team culture by creating a psychologically safe environment

#### References and resources:

- 1. Edmondson, A. (2018). *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* (1st ed.). Wiley.
- 2. Phillips, K. W. (2014). How diversity works. *Scientific American*, 311(4),42-47.  
<https://doi.org/10.1038/scientificamerican1014-42>





**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**



# **SESSION 3**

# Whitney Sweeney, PhD

Scientist, Team Science initiatives, UW Institute for clinical and translational research

## SESSION 3, May 1

### SUCCESSFUL TEAM COMMUNICATION:

This workshop will help you facilitate interdisciplinary conversations to establish a shared team understanding of processes and systems. Psychologically safe cultures are those in which team members believe that “...one will not be punished for speaking up with ideas, questions, concerns, or mistakes and that the team is safe for interpersonal risk-taking.” Research has shown that it is the greatest predictor of team performance and is essential for collaborations to realize the benefits of a diverse team.

#### GOAL:

- This workshop will help you cultivate a psychologically safe culture for your interdisciplinary research collaborations to improve performance and maximize research impact.

#### After completing this workshop, you will be better prepared to:

- Facilitate discussions to span disciplinary boundaries and develop a shared understanding for interdisciplinary research collaboration
- Develop processes for the coordination of an interdisciplinary research collaboration
- Provide effective feedback and resolve conflicts common to interdisciplinary research collaborations



**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**



# **SESSION 4**

# Whitney Sweeney, PhD

Scientist, Team Science initiatives, UW Institute for clinical and translational research

## SESSION 4, June 5

### SETTING YOUR SCIENCE TEAM UP FOR (MEASURING) SUCCESS:

The most successful and innovative interdisciplinary research collaborations invest time and resources in assessment and evaluation. Careful performance monitoring can help a collaboration stay on target and achieve set research goals. A team must evaluate the right metrics to demonstrate maximum stakeholder impact (e.g., funding agencies and community partners).

#### GOAL:

- This workshop will provide skills and resources for creating an effective evaluation plan for interdisciplinary research teams.

#### After completing this workshop, you will be better prepared to:

- Select assessment and evaluation methods to monitor performance and impact in interdisciplinary research collaborations
- Identify and implement metrics that will best demonstrate effectiveness and impact for interdisciplinary research collaborations
- Create an evaluation plan for a specific interdisciplinary research collaboration to ensure stakeholder satisfaction



**Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology**



# **SESSION 5**

# Whitney Sweeney, PhD

Scientist, Team Science initiatives, UW Institute for clinical and translational research

## SESSION 5, July 10

### LEADING YOUR TEAM TO SUCCESS:

Effective leadership aligns team efforts toward a shared mission, facilitates knowledge sharing and innovation, and increases team satisfaction and productivity. This workshop will strengthen your abilities as a transformational leader of interdisciplinary research collaborations. You'll leave this workshop with the latest evidence-based leadership skills and strategies derived from the Science of Team Science.

#### GOAL:

- This workshop will help you improve team process and impact with strong transformational leadership.

#### After completing this workshop, you will be better prepared to:

- Apply evidence-based leadership skills and strategies to improve process and innovation in interdisciplinary collaborations
- Identify leadership needs for specific interdisciplinary collaborations to achieve more significant scientific impact and innovation
- Adapt leadership skills and strategies to meet the evolving needs of ongoing interdisciplinary research collaboration

# Collaborating for the Advancement of Interdisciplinary Research in Benign Urology

## CAIRIBU (U24) Interactions Core

University of Wisconsin School of Medicine and Public Health, Department of Urology  
Funded by the NIH/NIDDK - U24-DK-127726 (PI, K. Penniston)  
NIDDK Program Officers: Julia Barthold, MD and Deepak Nihalani, PhD

**CAIRIBU email: [CAIRIBU@urology.wisc.edu](mailto:CAIRIBU@urology.wisc.edu)**

**CAIRIBU website: <https://cairibu.urology.wisc.edu>**

- **Kristina Penniston, PhD, RDN** (penn@urology.wisc.edu) - Director
- **Betsy Rolland, PhD, MPH, MLIS** (brolland@wisc.edu) - Co-Investigator
- **Jennifer Allmaras, MPH** (allmaras@wisc.edu) - Research Program Coordinator
- **Mariana Coughlin, MS** (mcoughlin3@wisc.edu) - Administrative & Social Media Coordinator
- **Muen Wang** (mwang454@wisc.edu) - Researcher

**Whitney Sweeney, PhD**, the facilitator of the CAIRIBU Interaction Core's Collaborative Science workshop series, is a Scientist in the University of Wisconsin-Madison Institute for Clinical And Translational Research (ICTR). The UW ICTR is supported by the Clinical and Translational Science Award (CTSA) program, the National Center for Advancing Translational Sciences (NCATS), grant 1UL1TRO02373.

---

Thank you for participating in this Collaborative Science workshop series. If you have questions or comments about the series, email the CAIRIBU Interactions Core at [CAIRIBU@urology.wisc.edu](mailto:CAIRIBU@urology.wisc.edu). Feel free to participate in other CAIRIBU-related events and initiatives, information about which is available on the Events Page of the CAIRIBU website.

### Sample text for CV or resume

2023 Completed the **CAIRIBU** (Collaborating for the Advancement of Interdisciplinary Research in Benign Urology) *Collaborative Science Workshop Series* and awarded a "Competency in Collaborative Science" digital badge.