



Building Successful Research Teams: Preventing and Managing Conflict

Understanding the factors that contribute to the successful functioning of a team is critical to anyone who leads or participates in collaborative science.

This workshop will explore strategies for building successful and dynamic research teams. Discussion will consider:

- Essential characteristics of a successful research team.
- How to build and sustain successful research teams.
- How to develop your own career in a team science context.
- How to manage conflict constructively in a team science context.

When: Wednesday, November 2, 2011

Workshop 4-5:30 p.m. Reception to follow.

Where: BU Medical Campus, Room K-103

Questions?? Contact: Ms. Kayleigh Klegraefe (617) 638-5138, kay416@bu.edu
Mr. Nabil Lamriben (617) 358-5960, lamriben@bu.edu

Workshop Presenters

- **Dr. Howard Gadlin**, Ombudsman and Director of the Center for Cooperative Resolution at the National Institutes of Health.
- **Dr. L. Michelle Bennett**, Deputy Scientific Director for the National Heart Lung and Blood Institute (NHLBI), National Institutes of Health.

All are welcome to attend this free workshop.

Sponsored by the offices of: Graduate Medical Sciences; Research Compliance; Clinical and Translational Science Institute; Boston University Ombuds.

Workshop Presenter Bios

Dr. Howard Gadlin has been Ombudsman and Director of the Center for Cooperative Resolution at the National Institutes of Health since the beginning of 1999. From 1992 through 1998 he was University Ombudsperson at UCLA. He was also director of the UCLA Conflict Mediation Program and co-director of the Center for the Study and Resolution of Interethnic/Interracial Conflict. While in Los Angeles, Dr. Gadlin served as consulting Ombudsman to the Los Angeles County Museum of Art. Prior to coming to UCLA, Dr. Gadlin was Ombudsperson and Professor of Psychology at the University of Massachusetts, Amherst. At present Dr. Gadlin is studying the dynamics of scientific teams and collaborations and developing new approaches to addressing conflicts among scientists. An experienced mediator, trainer, and consultant, Dr. Gadlin has years of experience working with conflicts related to race, ethnicity and gender, including sexual harassment. Currently he is developing new approaches to addressing conflicts among scientists. He is often called in as a consultant/mediator in "intractable" disputes. Dr. Gadlin is the author of, among other writings, "Bargaining in the Shadow of Management: Integrated Conflict Management Systems," "Conflict, Cultural Differences, and the Culture of Racism," and "Mediating Sexual Harassment." He is the co-author of "Neutrality: What an organizational ombudsperson might want to know" and "Conflict Resolution and Systemic Change." Most recently he has co-authored "Collaboration & Team Science: A Field Guide."

Dr. L. Michelle Bennett is the Deputy Scientific Director for the National Heart Lung and Blood Institute (NHLBI), National Institutes of Health (NIH), in Bethesda, Maryland. The NHLBI Division of Intramural Research comprises approximately 60 intramural scientists and clinicians working in basic, translational and clinical research. Dr. Bennett is responsible for overseeing the BSC process, facilitating the research process by assuring cutting edge technologies and approaches are available to all researchers in the program, and establishing and maintaining clinical partnerships with local area hospitals. Dr. Bennett works closely with Dr. Howard Gadlin, the NIH Ombudsman on understanding the critical elements that facilitate team science and collaboration. Dr. Bennett has extensive background in promoting collaboration and team-based approaches by bringing together research scientists with diverse backgrounds and expertise to solve complex scientific problems. Drs. Bennett and Gadlin spearheaded an initiative to understand the fundamental characteristics that contribute to successful scientific team functioning. This work led to the production of a workbook: Collaboration and Team Science: A Field Guide that serves as a primer for investigators who are building or participating on a research team. Prior to joining the NHLBI in June of 2010, Dr. Bennett was a Deputy Director at the Center for Cancer Research (CCR), National Cancer Institute (NCI), with more than 250 intramural scientists and clinicians working in basic, translational and clinical research. Dr. Bennett headed up strategic planning, developed and implemented projects and activities that cut across a broad range of scientific areas in order to enrich the Center's work environment and accelerate research progress. After postdoctoral work at NIEHS, NIH, where she participated on the team that characterized BRCA1 and developed animal models to study the breast cancer susceptibility gene BRCA2, she spent several years at Lawrence Livermore National Laboratory. There, using animal models, she established a program to study the effect of complementary and alternative medicines on breast cancer. She was recruited to the NIH in the summer of 2002.