00:34	Hey, how are you?
	Good, how are you?
	Pretty good.
	Thanks so much for agreeing to do this interview. I greatly appreciate it.
	Don't thank me now. You may want to wait till we're done. So, this participation thing I printed out– what do you want me to do with it?
	The consent form. Yes. Sign it either physically and scan it back or just electronically sign it.
01:03	OK. Yeah. OK. Do I need to do that now or can we go ahead?
	You can go ahead and sign yeah, it's just because I do record my interviews because I can't write everything down fast enough. But the only way to get this data are through me and other students who are working on the project.
	So, yeah, that's fine. So I'll do that after we talk. Is that OK?
	Yeah, that's great. Thanks so much.
	OK. All right.
01:34	**All right. So I'm going to try to keep my eye on time for you because I know you have some other stuff going on today. So I usually jump in with those punches like ton of introductory getting to know you type questions. Then I'm going to skip that for now. Just go to my standard disclaimer. First of all, if there is any point to ask a question that you don't want to answer, just don't answer it. I'm not going to judge you.**
02:01	**I will ask you questions about specific instances of collaborating. At no point am I asking you for identifiable information of like other people so you don't have to give names or anything like that. I mean, it doesn't come up. But just so you know, I'm not asking for that kind of thing. And just before we get started, do you have any questions for me as to what I am doing?**
02:32	I've got a vague idea it's something to do with your studying collaborative interdisciplinary research or something.
	Yeah, exactly. I'm looking at collaboration challenges in E-science. So research where you have life sciences, you generate a lot of data, like you do. I skimmed some of your papers and so tend to work in multidisciplinary collaboration just to get everything done.
03:05	OK, well hopefully I can be helpful.
	Yeah, I'm sure you can. So just to kind of jump right in, have you ever worked on a project involving collaborators who had different work cultures? And by that I mean like different research methodology or practices or different data sharing practices.
	Well, that's a lot of questions there, but the answer is yes.
	Can you tell me about it?
03:35	Well, I worked with, you know, environmental social scientists before, and then I've worked with, you know, like I don't know how I mean, how different they are from my field depends on your point of view. But, you know, I've worked with, you know, statisticians and things like that.
	OK, and so what kind of were there any challenges or disadvantages that arose from working in working in this type of collaborators?
04:10	Not really, I mean, I guess I've had good luck or I picked my colleagues, right, but not really. I mean, occasionally our glossaries don't agree on what we're talking about. So we just have to make sure we're clear with each other.
	OK, so how do you do that?

04:37   Just, you know, trust each other enough to say, you know, I have no idea what you're talking about. And then have the person go, OK, let's figure that out. That kind of thing.

OK, so typically with people that you've worked with before.

Yeah, I would say, you know, I mean, there's always the first time, but you know, usually if you work together well with someone, you keep working with them. I mean, I must say that my exposure to sort of non-biologists or non-ecologists is pretty is not great.

05:10   I mean, you know, I haven't done a lot of it, but, you know, I'm about to enter into some of that based on some of my recent work, because I'll probably be working with, like, climate modelers and things like that. So that'll be different.

OK, so how do you establish that kind of mutual trust with new collaborators?

I think it's just personality, you know, you just get a feel for the person, if it looks like they're open and you've checked them out, he or she seems to be pretty straightforward and does good work.

05:45   You know, you just go with it, I mean, also recommendations from other people. I mean, word of mouth really matters.

OK, so what are the benefits to working in those kind of collaborations that are heterogeneous?

Saves time. So, well, it saves time and you can do things you wouldn't do otherwise. I mean, I'm a I'm an administrator, I'm a department head.

06:14   So these days, you know, I have to farm out some analyses and whatnot that I normally would do myself, but just can't get to them on time. So that's one thing. And then there's other modes of expertise. So this thing I alluded to before, I just published a paper late last year on sort of rainfall and the demography of tropical birds and things like that, you know, I'm interested in exploring the implications of that paper with climate modelers, and I wouldn't have any idea what to do with them or geographers, you know, spatially explicit type stuff.

06:54   So, you know, I'm interested in doing that. And the most collaborative thing that I've done is when I worked on some disease ecology work on <redacted>. So you're probably familiar with <redacted> that involved mostly biologists, but it involved like geographers and epidemiologists and people that study mosquitoes and people to study viruses and people that study birds and people that study landscapes.

07:22   So that was pretty mixed, come to think of it. And it had some people, from what I call social sciences, mixed in with people that are more, you know, STEM-oriented.

OK, how did that work out?

It worked out great, but a lot of that was just a force of personality, you know. I mean, you get some of these groups together and they just don't click and you get some groups together and it's like everybody's getting along and drinking beer and getting work done.

07:51   **So what happens when the group doesn't click?**

I don't know, it just seems like it's– you know, they may be alpha people often. What I've noticed is not everyone carries their own weight. So if you have five people that need to contribute things and then one lags, that tends to lead to frustration is, you know, what is Dr. So-and-so doing? They're really kind of slowing us up. And when you get that, that can really lead to chronic frustration.

08:23   **OK, what do you do in those situations?**

Well, you talk to him and just say, you know, when are you going to get this done? And, you know, if it gets to the point where it's just holding up the whole train, then you've got to, you know, off to the person like say, look, you know, you don't get this done. We're going to have to find somebody else that knows your skills and can do it because, you know, we got to get going. And a lot of times really good people are going, you're right, I'm swamped. They can't get it done. I'd recommend Doctor so-and-so to do this.

08:53	He or she has a lot of time and it would be good for their career, that kind of thing. So a lot of it is just it's just goodwill. You know, goodwill makes for good teams.
	OK. All right. So can you tell me about, like, a specific time when you felt like a collaborator, maybe wasn't prioritizing your project or wasn't pulling their weight?
09:22	Yeah, I've had that, actually, it's a colleague at university who shall remain unnamed and it's a book project and that person just hasn't been able to get to it very well. So we're at the point where it's like, look, you know, if you can get this done, great, if not, drop off. And that person said, yeah, you're right. You know, you're giving me plenty of chances. If I don't get to it and I and I get cut from this book project, it's my own damn fault.
09:52	So, you know, I mean, the person is a friend of mine, so I'm not going to threaten the friendship with this stupid book. So, you know, but at some point, somebody has to make a decision. I mean, you can't trust what you don't want to do is have the weak link, you know, pull the whole thing down. And then if nothing gets done, that really sucks. Excuse my language.
10:16	**And do you just kind of an issue happen more in collaboration where you're working with people, other institutions, or is it more or is it like equal with collaborations where everybody is the same institution?**
10:37	Yeah, I've heard of both. You know, that's a good question. I've heard of both. You know, it's sort of– I guess it's kind of scale, depending if, you know, if at my university, you know, if I was working with an engineer, that would be almost like someone that's at a different institution because they're two miles north of us. And, you know, we're like we're like <redacted>. You know, it's a really huge campus. And so it's a little easier to get together to pop in and say, hey, what's going on? But I don't think it matters that much, whether it's one or more institutions.
11:03	**Is it easier or more difficult or the same to resolve those kind of issues when the person who's not pulling their weight is at a different institution?**
	Well, you know, I suppose it's a little easier when it's at the same institution, because especially if the person is junior and, you know, then you get a little leverage.
11:35	It's like, look, you know, you don't want to get this reputation, whereas if the person's 5000 miles away, you know, <redacted>, you know, and well, 4000 lost for you, but not quite that part. And, you know, you really don't have as much leverage. So that sounds a little coercive. But, you know, for me, being a part of it… if I was working with someone in the department, in my own department, you know, just because– not that I would exert this publicly, but you know, if you're working with the department, I do not want to let that person down.
12:04	It just, you know, it's your boss. So that's bad. That's bad juju. So, you know, I would say, you know, I don't know. You know, you don't want to get into a career coercive, threatening situation. Then nobody's winning, isn't it?
12:31	You can tell I'm an administrator because I'm trying to put, you know, aphorisms on all this stuff. And they're easier or more difficult to tell us to tell if somebody's not pulling their weight, if they're at your institution versus if they're somewhere else. You may understand it more because you might know the person better, but they're not producing.
12:59	It doesn't it doesn't matter whether they're in Australia or whether they're in, you know, next down the hall. If they're not doing what they're supposed to do, they're not doing what they're supposed to do, period.
	So what do you mean by that– "you might understand it more?"
13:14	Well, you might know them better, so you might understand, like, oh, you know, they're going through something or, you know, they're teaching a course for the first time or, you know, not that that's an excuse, but you might understand the context of lack of productivity better than if somebody, you know, way far away and may not even speak English and, you know, whatever you've

mentioned, that in these type of situations, you might have that collaborator kind of drop out of the group because they weren't able to keep up with everything.

13:49 **Have you ever had a collaborator just like silently leave or drop out of a collaboration?**

And not tell anybody yet, you mean? Well, that would be a little that'd be kind of rude. It's like, oh yeah, you guys have been waiting for me. Well, I decided not to do that a year ago. I've heard that. So, yeah, well, that'll be the last time I'd work with that person. I mean, that's just that's just unprofessional. Bad form.

14:19 I don't I've never had that happen. I suppose I've had it by benign neglect. The person is like, you know, not being a jerk about it. But some of the some of the constantly makes the decision to pull out of a project and not tell the collaborators that are pretty bad.

Yeah, I asked that question.

You actually heard of that happening?

Yeah. Somebody brought that up. And then I've just been kind of asking around to see if that's like a thing or if it was just like this one.

14:50 Now, I I'm not I haven't heard much of that. I mean, I don't know, you know, different fields probably have different cultures. So, you know, are you if you're talking to some people, you know, the engineers may do things differently than the biologists and you know, the ecologists may do it different than the cellular biologists. I don't know. My guess is that maybe, you know, some sort of standards that vary among disciplines.

15:20 I'm just guessing, OK, so kind of along that line, you're not necessarily standards. We're dropping out of collaboration, but standards with like work practices or work culture or work methodology.

And what's it like to work with people who are in a different field and have different methodologies, et cetera?

I think that's great, I mean, if they if they have methodologies like, you know. I mean like analyses, or getting the data, or anything…

15:53 And I think that's great. I love learning about that way. It gives you an opportunity to learn stuff. So that's what's one of the best things about a collaboration is you can learn how to do new stuff. Right. Awesome. And so somebody comes in and, you know, somebody comes in with I've got the, you know, end field theory algorithm here that'll work perfect. On your data set. Then if I learn something, I'm making that up. But if that if I learn about the end field theory, you know, algorithm to help clear up some analytic problem, that's cool.

16:27 That that's one of the great things about collaborating is you get to learn.

Yeah. And have you ever looked at things differently?

At least for me, I've been working with somebody who's maybe in the same field as you, but has different like slightly different ways of analyzing their data or preparing their DNA samples or whatever. So, yeah, all the time.

OK, yeah, is there ever been any friction because of that?

16:54 No, I mean, you can disagree, I mean, you know, one of my degrees is, you know, kind of in stats, so I was sort of the stat jock for a while around locally in my department. And now I'm not I've gotten rusty because, you know, there's just so much new stuff come on and whatnot. And I work with the person that kind of replaced me in that in that role. And I think that person's advice, you know, I mean, you got to understand, I'm in my 60s, I'm close to retirement.

17:25 A lot of the stuff that used to bother me and that I used to give a hoot about, I don't give a shit anymore, you know, it's like not worth it. So I think when you do this analysis on the stuff you're doing, I think if you stratified by age and where they are professionally, I think you'll find some

interesting heterogeneity there. And it's interesting. And so a lot of your a lot of research involves like sharing data with the public or sharing data within you and collaboration.

17:58 **Have there ever been any differences with your collaborators on how that data sharing should be occurring?**

Well, I'm in the school of I'm not about to publish a paper and give away 30 years of data, so this whole thing with open data, you publish a paper, all your data, a public access old school on that one— I don't necessarily agree with that. You know, I spent 30 years I have a long-term project in the tropics.

18:29 And, you know, I've spent, you know, most of my professional life keeping that going; I worked on that project for over 30 years and got like five million dollars of grant money to keep it going. I'll be damned if I'm going to publish one paper and then someone else can take those data. And, you know, I'm willing to share if it's collaborative, but I'm not I'm just not one of these "Let's just all out there."

18:56 So I actually won't publish in journals where the long term data sets have to go, have to be published or else they won't do it. I just like I avoid those, to tell you the truth. And some of the younger scientists tend to be. And I'm all for sharing in the light of day and making sure you've done everything right. But I just don't think it's right that somebody like this recent paper I published, you know, somebody from I don't know where they were from, said, can I have all your data? Because it'll really be good for my dissertation.

19:25 And it's like, I'll be damned if I'm going to let someone dry grab what I worked so long on and get a dissertation out of it. Forget it. You know, you could do your own work, buddy. So I'm kind of old school that way. So to answer your question, yeah, I have different views on that. But I mean that these long term data sets and there's a lot of literature on this on how do we handle this stuff with long term datasets, especially in ecology and environmental science, because these monitoring studies, some of them go on for decades and decades.

19:57 But, you know, like a small— if you just do a small quick experiment and whatnot. Yeah, I just put all your data out there and, you know, see if it survives the light of day. So I would say there may be some differences with people's background. And a lot of that has to do with again, I don't want to sound ageist, but older people tend to be a little more conservative about that than younger scientists, is my feeling. I'm not sure, but I would guess that to be true.

20:23 **So what do you do working with a younger scientist like on your team and they want to do more publicly, share data and you're like, "No, I don't want to just try and reach a compromise"?**

Just try and reach a compromise.

So how do you do that?

You know, there's always an in-between position, you know, so like, you know, like you can just say, OK, well, these data would be available by request or you can embargo the data for five years, then no one can use them without permission, things like that.

20:54 So but these totally open access, everything's got to everything's got to be out there. If you publish a paragraph, I'm not so sure about that stuff that I absolutely can see your point of view.

So have you ever had an instance where, like one of your collaborators went ahead and shared data before checking with you?

I've heard of it, I haven't had that personally, but as an administrator, I've heard of it.

21:24 OK. And that tends to, you know, if somebody takes data from a common project and puts it out there and again, in most cases, it's probably a good idea to do it, you know, with conditions on it. You know, I'm all in favor of that. But that really creates bad feelings. That really pisses people off.

Yeah, I can see so and so. Are there any disadvantages or advantages to working on projects where everybody has the same work culture and methods, et cetera?

21:51	No, no, not really, I mean… You know, it might mean you have to sort of understand it might make things a little more efficient if you're all on the same.
22:14	It's easier to get all on the same page if you have common sort of common approaches to things and whatnot and sampling things and stuff like that. So, no, I don't think it makes that much difference. But I that's my personal experience with it. But I can see where, you know, if everybody's on the same page quickly versus you've got to explain all this stuff to somebody else who might in my hurt efficiency a little bit. But I don't think it makes that much difference.
22:46	**OK, so I'm kind of jumping around here back to you. Working in distributed groups like when you have people at different institutions, are there disadvantages?**
	Do you mean that kind of a collaboration? And I don't think so. I mean, these days you can all get together on Skype, you know, all those kind of social– and I'm a real Luddite on social media.
23:12	But, you know, if you can have a conference call and it's just so much easier to work together now than I used to be that. You know, it really doesn't make that much difference. I mean, it's nice if you've met each other, it's nice if you have some sort of personal contact with each other. But I think it's a lot easier than it is to be.
	OK, so you do use it, you Skype, so.
	Yeah, yeah, yeah, I will Skype. I know that snap face, I don't do that snapping face stuff.
23:43	**Right. So I'm a I'm a computer scientist. So, like, I understand eventually developing technology to assist with collaboration.**
	We have a bunch of them running around here. We have a lot of computer people at <redacted>. So I understand.
	Yeah. Have you ever had any issues with using Skype for collaboration?
24:14	Once in a while, the person just doesn't have enough bandwidth if they're in the bunga bunga mountains or something. So, you know, it's just it's a matter of just how much bandwidth and whatever the term for its speed or whatever is so much sometimes that if they break up all the time, stuff like that. But overall, it's just so much easier to work with people now with all the technology and video conferencing and all that stuff. It's great.
24:42	**Yeah, I bet it's that for sure. OK. And so, a couple of last questions. We're trying to keep this interview short for you . I've asked you about distributed projects, but we're working with co-located project where everybody's in <redacted>. Are there any disadvantages or problems associated with those type of groups? Where you can sit around a table versus having the video conference or something like that.**
25:11	Sure. And, you know, that's a little easier. I suppose it's a little easier to get together. And then, I mean, there's no substitute for being able to look somebody in the eye. I mean, you know, we are people and there is a lot of, you know, personality, interactive processes that go on when you're working with people. So you have that advantage, I suppose. But no, I don't think it really makes that much difference if you're, you know, professional and focused, OK? It should make it shouldn't really affect us.
25:43	**OK, so. Can you elaborate by what you mean by professional and focused versus collaborations that weren't so much?**
26:01	Well, you just you know, if you're all around a room together, it's easier to sort of, you know, get distracted and start talking about, you know, the you know, how <redacted> got a good football team and that a lot of the you know, it's easier to get distracted versus, you know, if you're on fixed time for an hour on a conference call, you want to be pretty disciplined and stay on the point.
26:29	So probably it's a little more efficient if you actually if you're on Skype because you don't have time to waste. So, you know, you just have to be kind of focused and disciplined when you're sitting around a

table, too, or else, you know, you can kind of drift off on, you know, side issues and whatnot. At least that's what I've noticed.

Do you have any last questions for me?

So is this like your dissertation or something?