**Do spatial and genomic estimates of connectivity agree? Policy on Collaborations**

This document describes a general policy for involving the full Spatial & Genomic Connectivity team in research, and also for inviting new collaborators to participate in projects within the Spatial & Genomic Connectivity work, e.g., additional analysis with the Spatial & Genomic Connectivity data prior to public release of the Predicting Diversity and Divergence in the Sea data product, or overlapping research being undertaken by the Spatial & Genomic Connectivity team. We see this document as necessary to remain focused on Spatial & Genomic Connectivity goals and to reduce the possibility for conflict over the course of the project.

*Within the Team -* Any individuals who were participants in the initial development of the project can participate in any component of the research. In other words, anyone who is a current project participant and has an interest in a particular analysis/product, is welcome to participate in that effort. Each of us has particular areas of expertise in which we lead, but the strength of our project is in the integration of our efforts. See Authorship Guidelines for guidance on attribution.

*With Data Sources* – Our genomic data comes from the Predicting Diversity and Divergence in the Sea Working Group and as such as have entered into an agreement regarding the order of publication, context, and attribution of our research. See Data Sharing Agreement for guidance.

*New Collaborators -* We try to maintain this spirit of inclusivity for potential non-project participants as well, but we also recognize the need 1) to protect components of research for project participants as laid out in the project goals, and 2) to acknowledge that team dynamics are critical to our success, such that the team should be consulted on invitations. The following guidelines are an effort to help guide future possible interactions that may arise with non-project researchers. Below is the suggested strategy when non-project researchers request to work with the Spatial & Genomic Connectivity team.

For researchers nominated to collaborate by one of the Spatial & Genomic Connectivity participants, we suggest:

* 1. The nominating Spatial & Genomic Connectivity team member describe the proposed collaboration with the Spatial & Genomic Connectivity team
  2. If the Spatial & Genomic Connectivity team agrees that the person seems to fit within a particular research project/analysis, then, we suggest:
     + Sharing a copy of the authorship and collaborator policy;
     + Discussing the time they will devote to what products, analysis, manuscripts in order to actively participate in the research activity that was decided upon.

For researchers who approach the Spatial & Genomic Connectivity team with suggested collaboration, but with whom none of the participants has a working relationship:

Before the above steps are followed, a thorough discussion should occur among Spatial & Genomic Connectivity PIs to consider:

* + - Does the requester bring a different perspective to the group that might be valuable for some of the research?
    - Does anyone have information about the ability of the requester to be a team player and good collaborator?
    - Whether the research interests overlap with current student or postdoc projects.

NOTE: If the research area overlaps with Spatial & Genomic Connectivity project, then further discussion should occur with the advisor, student/postdoc, and possible collaborator - we need to be especially sensitive to the cost-benefit balance of increasing the number of collaborators on manuscripts led by early career researchers.