

A Vision for Team Science at Tilburg University

1. To enact a desired culture change towards more team science, a combination of a top-down (through policy, funding opportunities, and recognition and rewards) and bottom-up (through informal networks like the Open Science Community, and social, academic, and networking events) approaches is necessary.
2. The university board should task a working group with developing and evaluating general principles and specific criteria for recognizing team science contributions, and transparently incorporate these criteria in vacancies, PT&D conversations, and tenure and promotion committees.
3. Establish grants for collaborative PhD projects on thematic topics that require interdisciplinary and inter-faculty team science.
4. Require PhD candidates to contribute to one team science project during their education.
5. Fairly and transparently credit each team member's contribution in the creation of research output.
6. Explicitly state what convention was followed to credit contributions.
7. All research output should be accompanied by a CRediT contributor taxonomy statement, unless another convention for crediting contributions takes precedence, in which case a reference should be provided to the system used.