The CRCA connects faculty and offers team science development work.

LaRosa and her team are responsible for project management and multi-discipline Institutional level grants. They assist faculty in strategy, coordination, communication, writing, and editing for grant proposals. It is a microcosm of academic interdependence, embodying the essence of a thriving research center \citep[personal communication, September 25]{LaRosa2023}. A center should be a collaborative interdisciplinary hive where various career-level members share resources \citep[personal communication, September 25]{LaRosa2023}. The motivation for intervention stems from a review of center reports where some centers contained only one faculty member \citep[personal communication, September 25]{LaRosa2023}. LaRosa’s narrative reveals a compelling critique of the solitary centers— one-person endeavors that, while ambitious, fall short of the true spirit of collective scholarly pursuit. “The individual did not build infrastructure for the center. They did it to get more money for themselves,” she observes \citep[personal communication, September 25]{LaRosa2023}. This introspection on campus trends underscores the necessity for the IRA teams’ intervention—a transformative journey from isolated efforts to synergistic research hubs.

Leadership plays a pivotal role in the success of these teams, with transformational leaders being essential for motivating, moderating, and mentoring diverse groups (Disis and Slattery 2010). LaRosa’s team selected 5 team leads based on faculty positions in their career. Central to forming these IRA teams are the lead faculty members, seasoned in their careers, embodying the wisdom and generosity to nurture and invest in others. LaRosa’s reflection on the career trajectory of research faculty offers a glimpse into the academic lifecycle—early career faculty hustling towards tenure and established researchers ready to broaden their horizons while “floating other boats” \citep[personal communication, September 25]{LaRosa2023}. LaRosa’s team lead selection is carefully considered process blend of strategic foresight and recognition of individual career milestones. The lead faculty selected team members from various disciplines and various career stages. This process ensures that the teams are not just assemblies of expertise but are led by individuals capable of fostering growth and collaboration \citep[personal communication, September 25]{LaRosa2023}. In this pre-treatment study, we aim to verify that teams were formed as interdisciplinary and contain members of various positions. Team members may attend some leadership training as the project’s adaptability and success rely on all members as potential leaders (Disis and Slattery 2010). The IRA teams’ journey through the network treatment program, spanning two years, is a tapestry of team science activities. Faculty leadership training, team strategic planning, and other team science training—each strand weaves into team-building, enhancing communication, leadership, and collaborative skills. Leads attend ‘office hours’ to exchange ideas, challenges, and solutions. Project managers and team science experts guide the leads, fostering an environment where role-playing and real-time problem-solving coexist \citep[personal communication, September 25]{LaRosa2023}.

As LaRosa details, Strategic Planning is a forward-thinking endeavor mapping out the future trajectory of the team’s collective productivity. It is about envisioning a future where individual contributions amalgamate into a formidable academic force (LaRosa 2023). Other team science training delves deeper into the ethos of collaboration. Creating team agreements, establishing communication channels, and navigating conflicts are part of this intricate dance of teamwork (LaRosa 2023).

IV Network Interactions References

The grand vision of these IRA teams, persistence, and growth are critical. They are not fleeting projects but enduring entities envisioned to expand and integrate within the broader thematic tapestry of Boise State University. Exemplary IRA teams will exhibit perpetual growth, inviting IRA team members to imagine and build their networks and reach out to diverse collaborators across the campus (LaRosa 2023).