Multidisciplinary Team Formation & Maintenance

KRISTEN M. BEAVERS, PHD, MPH, RD

Wake Forest University
School of Medicine

The academic core of Atrium Health





Hosting the Perfect Dinner Party

Five Considerations When Hosting a Dinner Party

1. What is the Venue?
2. Who is Invited?
3. How will the Guests be Seated?
4. What is on the Menu?
5. Are the Guests Entertained?



What is the Venue?

- What structures are in place to promote (or oppose) healthy and productive collaborations?
- Is the concept of team science baked into the culture?
- Do folks have the flexibility to pursue what they want?



Incentivizing Team Science at Wake Forest SOM

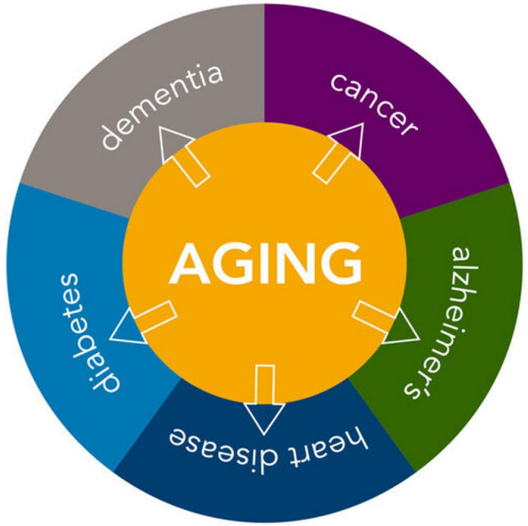


Wake Forest University
School of Medicine

Team Grant Accelerator

The Team Grant Accelerator program is structured to provide comprehensive support across the planning, pre-award, and post-award stages with specific mechanisms designed to incentivize investigators to pursue new large awards, fostering collaboration and enhancing grant success rates. Program projects receiving Wake Forest University School of Medicine support are expected to result in grant submissions. Below, please find the eligibility criteria for this program as well as four key areas of support for this program.





Congratulations!
2024 Research Awards Recipients





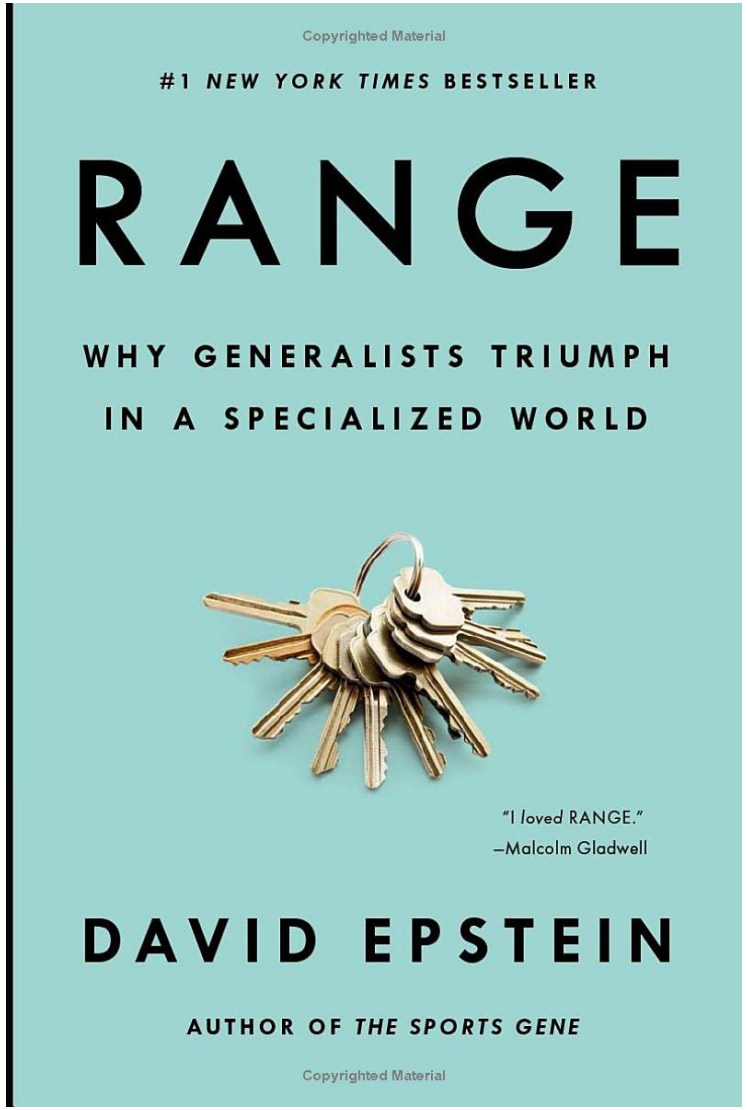
Who is Invited?

- Is the collaboration going to be mutually beneficial?
- Can you learn from this person (i.e., do they have something to teach you and are you receptive to learning)?
- Is this person productive AND fun?

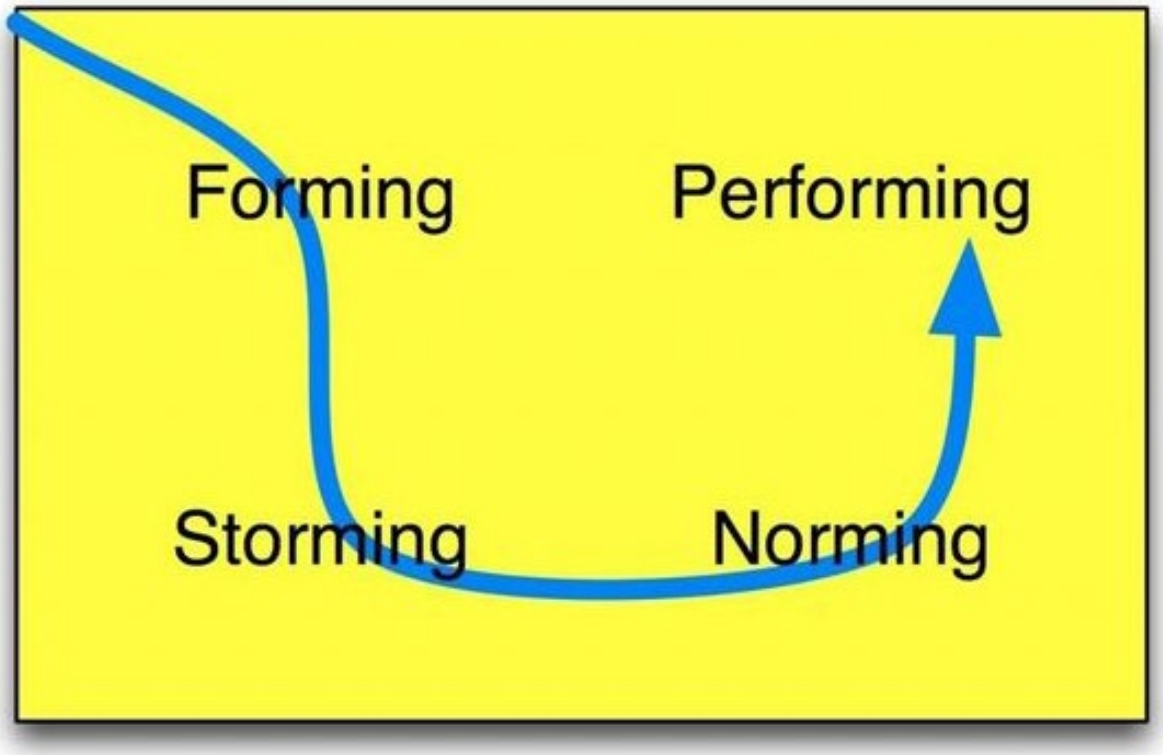
Representing….

- Nutritional Science
- Behavioral Science
- Exercise Science
- Biostatistics
- Geriatrics
- Computer Programming
- Biomedical Engineering
- Radiology
- Pharmacology



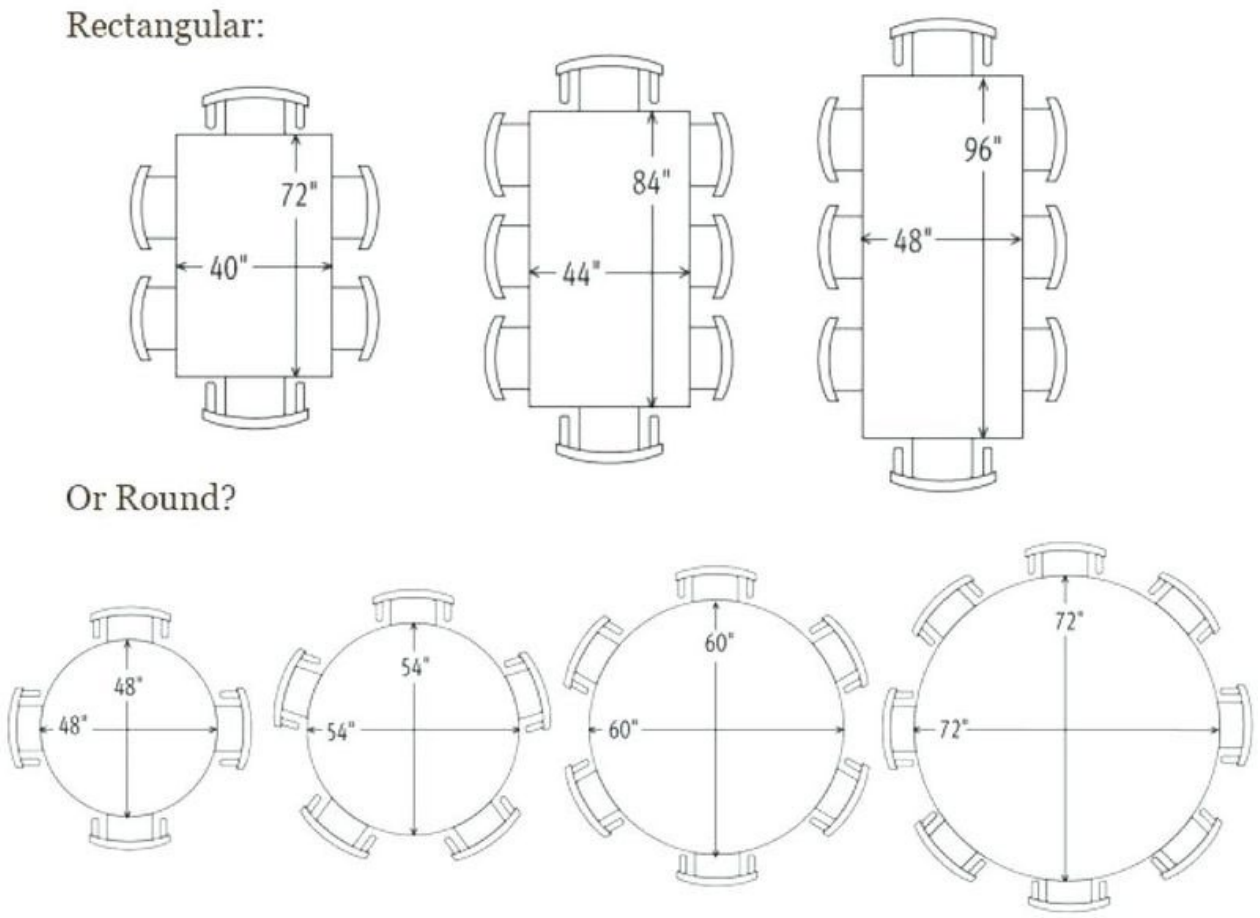


Natural Time Course of Team Development (Tuckman, 1965).



How Will the Guests be Seated?

- Will everyone have a voice at the table?
- Can folks hear each other?
- Can you strategically sit beside someone who complements and extends what you do?



WAKE FOREST UNIVERSITY

2023 William R. Hazzard Translational Research in Aging Symposium

2022 William R. Hazzard, MD
Translational Research in Aging Symposium

Wednesday, December 14, 2022
8:45 a.m. – 3:30 pm EST

Musculoskeletal health, fractures, and falls

8:45 am **Welcome**
Stephen B. Kritchevsky, PhD

Session 1: Fractures and Falls
Session Moderator: Stephen B. Kritchevsky, PhD

8:55 *Overview of Atrium Health Wake Forest Baptist's Fracture Prevention Program*
Anne F. Lake, DNP, ONP-C, FNP-C, CCD
Department of Orthopaedic Surgery and Rehabilitation
Atrium Health Wake Forest Baptist

9:15 *Predicting fall-risk in older adults: Challenges and Opportunities*
Jaime L. Speiser, PhD, MSc
Assistant Professor, Biostatistics and Data Science
Wake Forest University School of Medicine

9:35 *Fractures in the Geriatric Patient: A Trauma Surgeon's Perspective*
Madhav Karunakar, MD
Chief, Division of Orthopaedic Trauma
Atrium Health Musculoskeletal Institute

9:55 Q & A

10:10 BREAK

Session 2: Muscle-Bone Crosstalk
Session Moderator: TBD

10:30 *Overlapping Changes in Omic Profiles Highlight Similarities in Musculoskeletal Tissue Aging*
Ellen Quillen, PhD
Assistant Professor, Section on Molecular Medicine
Wake Forest University School of Medicine

10:50 *The Role of the Osteocyte in Muscle/Bone Crosstalk with Aging* — Featured Speaker
Lynda Bonewald, PhD
Director, Indiana Center for Musculoskeletal Health
Indiana University School of Medicine

11:30 Q & A

11:45 pm LUNCH

Session 3: Advances in Musculoskeletal Imaging
Session Moderator: Tina Brinkley, PhD

12:45 *Clinical Observation of Diminished Bone Quality and Quantity through Longitudinal HR-pQCT-derived Remodeling and Mechanoregulation*
Caitlyn Collins, PhD
Assistant Professor, Biomedical Engineering and Mechanics
Virginia Tech

1:05 *INVESTigation of Bone Health Using Medical Imaging and Finite Element Analyses*
Delanie Lynch, MS and **Ashley Weaver, PhD**
Department of Biomedical Engineering
Wake Forest University School of Medicine

1:25 *Opportunistic Computed Tomography: New Paradigm for Osteoporosis Research and Clinical Care*
Leon Lenchik, MD
Professor of Radiology
Wake Forest University School of Medicine

1:40 Q & A

1:55 BREAK

Session 4: Interventions to Improve Musculoskeletal Health Outcomes
Session Moderator: Kristen Beavers, PhD, MPH, RD

2:15 *Bisphosphonate Use for Lean Mass Preservation in Patients Undergoing Major Weight Loss: Results From the WE RISE Pilot Clinical Trial*
Laura Flores, PhD, MD-PhD Scholar
University of Nebraska School of Medicine

2:30 *Acute Catabolic Effects of Exercise on Bone: Should the Exercise Prescription for Bone Health be Modified?* — KEYNOTE
Wendy Kohrt, PhD
Nancy Anschutz Chair in Women's Health Research
Distinguished Professor of Medicine,
Division of Geriatric Medicine
University of Colorado Anschutz Medical Campus

3:30 RECEPTION

2022 William R. Hazzard, MD
Translational Research in Aging Symposium



Symposium Namesake
William R. Hazzard, MD

Dr. Hazzard is Professor of Medicine at Wake Forest School of Medicine, which he re-joined in 2010 after retiring from the University of Washington in Seattle. In 1986, Dr. Hazzard first joined the faculty of the Wake Forest University School of Medicine, where he served as Professor and Chairman of the Department of Internal Medicine and founding Director of the J. Paul Sticht Center on Aging until 2000. This unique dual position allowed the concurrent, mutually reinforcing development of that department and center that has emphasized education and training of medical students, residents, and fellows in an academic mode based upon excellence in both research and care of patients across the continuum so essential for the welfare of elderly patients.



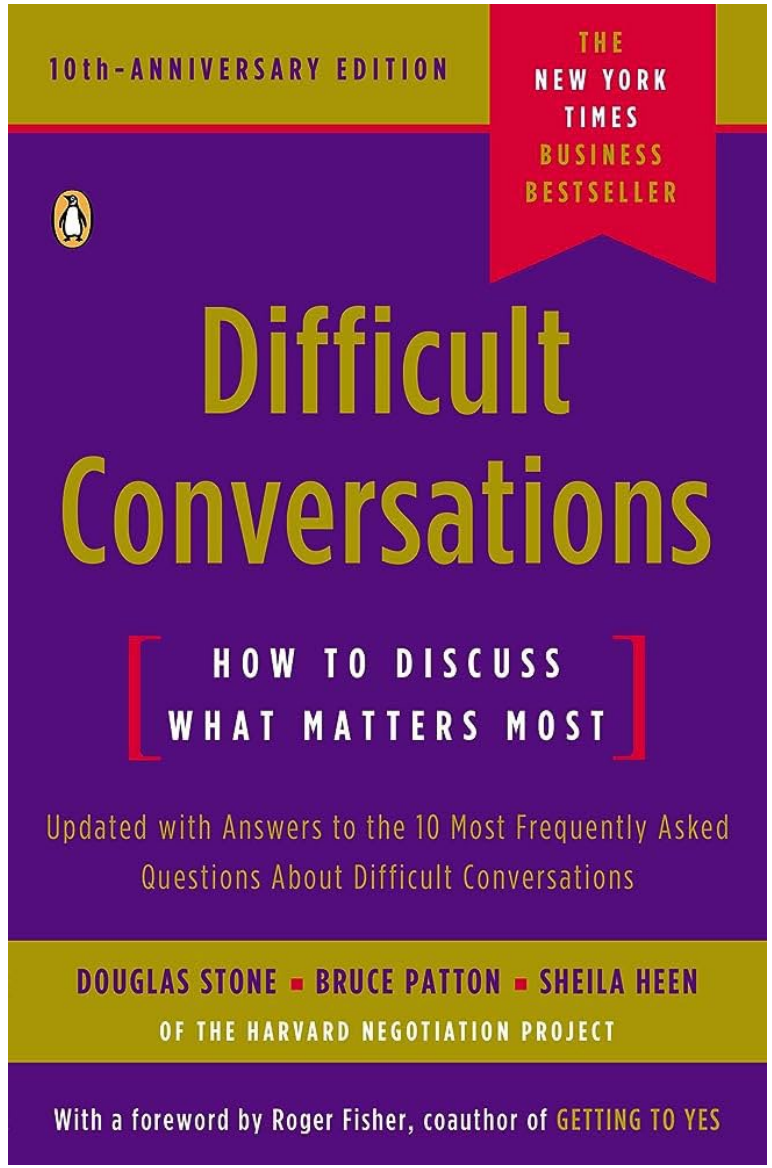
Keynote Speaker
Wendy Kohrt, PhD

Wendy M Kohrt, PhD, is a Distinguished Professor of Medicine in the Division of Geriatric Medicine and the Nancy Anschutz Chair in Women's Health Research at the University of Colorado Anschutz Medical Campus. She is the Director of Research for Geriatric Medicine, Acting Director of the VA Eastern Colorado Geriatric Research, Education, and Clinical Center (GRECC), Director of the Energy Balance Assessment Core for the Colorado Nutrition and Obesity Research Center, Associate Director of the Center for Women's Health Research, and Associate Director of the Colorado Clinical and Translational Sciences Institute. Her research interests include novel factors that influence the musculoskeletal adaptation to exercise and the metabolic actions of estrogens. She has received continuous funding from the NIH as a principal investigator since 1991 and has more than 280 research publications. Dr. Kohrt is the PI of two NIH Center grants and a VA Merit Review, and serves as Chair of the Steering Committee for the NIH Common Fund Molecular Transducers of Physical Activity Consortium (MoTrPAC).



Featured Speaker
Lynda Bonewald, PhD

Dr. Bonewald is the Founding Director of the Indiana Center for Musculoskeletal Health, ICMH, with over 100 members from 27 schools and four campuses. She received her Ph.D. in Immunology/Microbiology from the Medical University of South Carolina, was promoted from Assistant to Full Professor at the Univ. of Texas Health Science Center at San Antonio and served as director of the Bone Biology Research Program and as Vice Chancellor for Research at the University of Missouri-Kansas City. She is a Past- President of the American Society for Bone and Mineral Research and the Association of Biomolecular Resource Facilities. She has served as Chair of the Board of Scientific Councilors for the NIH NIDCR and served on Council for NIH NIAMS. She received the IADR "Basic Research in Biological Mineralization Award", the Sun Valley "RIB Award", the prestigious ASBMR William F. Neuman award and is a UM Curators Professor Emeritas, an IU Distinguished Professor and an AAAS Fellow. She has been continually funded by NIH for over thirty years and is best known for her work in the study of osteocytes and is responsible for tools used by researchers globally to determine osteocyte biology and function. She is currently studying bone and muscle crosstalk with aging.


10th-ANNIVERSARY EDITION
THE NEW YORK TIMES BUSINESS BESTSELLER
Difficult Conversations
HOW TO DISCUSS WHAT MATTERS MOST
Updated with Answers to the 10 Most Frequently Asked Questions About Difficult Conversations
DOUGLAS STONE ▪ BRUCE PATTON ▪ SHEILA HEEN
OF THE HARVARD NEGOTIATION PROJECT
With a foreword by Roger Fisher, coauthor of GETTING TO YES


Feedback
is a gift



What's on the Menu?

- Are the expectations of the project clear so that resources can planned and allocated appropriately?
- Is there redundancy in the operational workflow and force?
- Do the resources you have align with the project you can afford to do (*which might be different from what you want to do*)?



Kristen Beavers' Research Team Mission and Compact

This compact serves as both a pledge and reminder that the conduct necessary to fulfill the commitments outlined below should reflect the highest professional standards and mutual respect.

Broad Goals of My Research Program

My academic and professional interests lie in the study of nutrition and exercise as interdisciplinary sciences, specifically as they relate to the prevention and etiology of chronic disease and disability in older adults. An important part of my job as a faculty member is to write grants and develop projects — and people — that make tangible contributions to science. As a member of my research team, you will help me accomplish these tasks. To be continuously successful in this endeavor, it is imperative that we:

- Perform thoughtful, well-designed experiments that lead to exciting scientific discoveries.
- Communicate our findings within and beyond the greater scientific community.
- Train the next generation of outstanding clinical and translational scientists.

Expectations of All Team Members

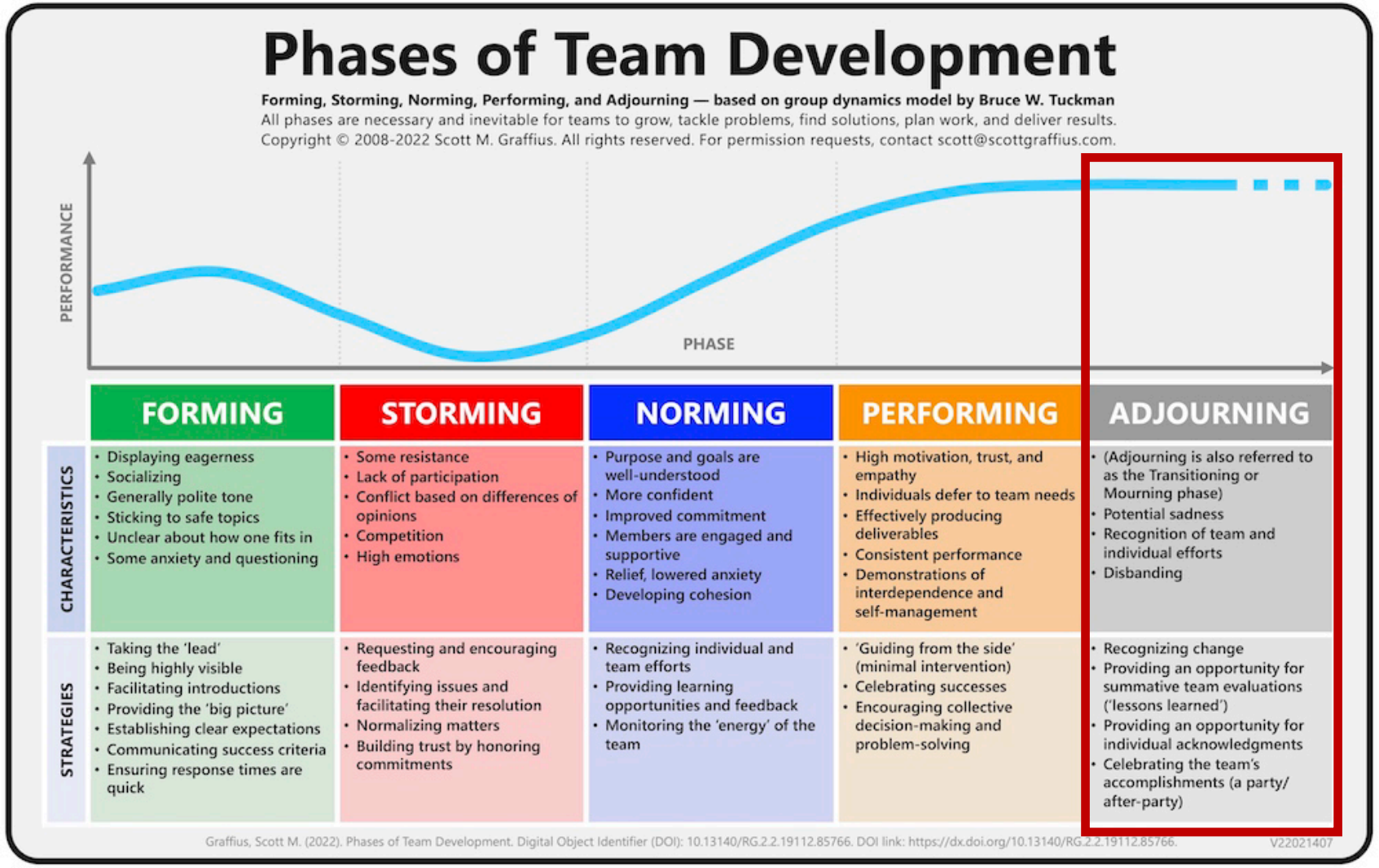
I expect all team members to uphold the highest professional standards at all times. Our group's reputation—and our ability to conduct human subjects research—depends on our shared commitment to scientific integrity and excellence. Participant safety must always come first. Report any mistakes or mishaps immediately and fully. Unethical behavior, including data manipulation or actions that jeopardize our ability to conduct research, will not be tolerated. Complete honesty is highly valued so we can address issues quickly and learn from them. Don't worry if something needs to be repeated or replaced — we've all been there. Mistakes are part of working hard and pushing boundaries. <u>The goal is to be smarter tomorrow and together</u>.

Are the Guests Entertained?

- Does your team know that they are more than their work?
- Do you celebrate milestones as they come?
- When the project is finished, would the team want to work together again?



Have you had all the fun you can stand?





Deep Dive

Meet Kristen!





I am a Soccer Mom.

The INVEST Appreciation Survey Results are In...

External

Wake Health Research/Weighed Vest ×



Beavers, Kristen <beaverkm@wfu.edu>

to Barbara

Dec 8, 2021, 3:00 PM

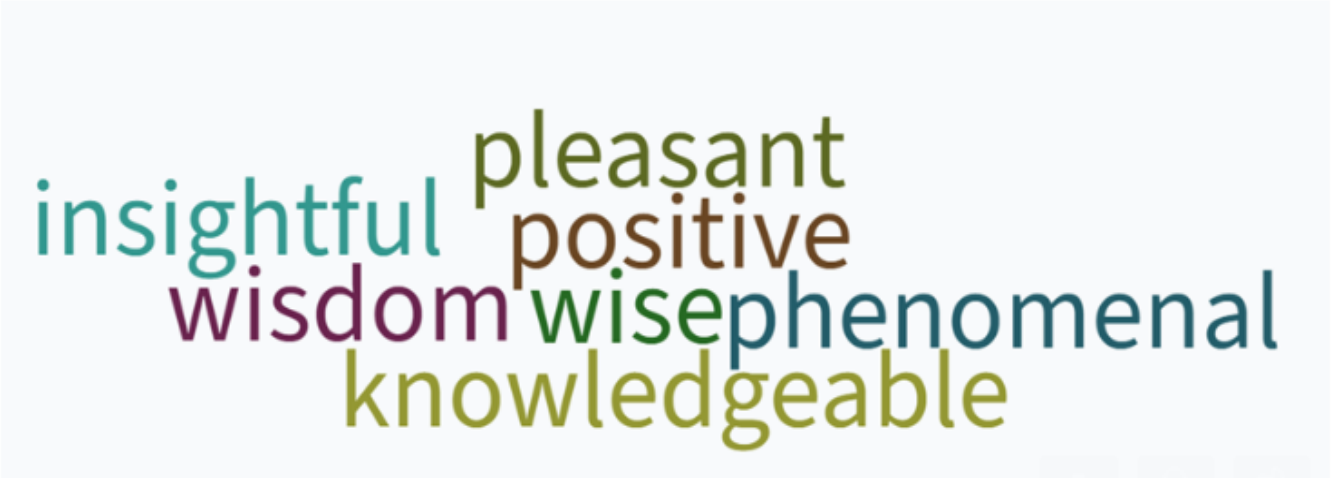
Reply

And it turns out that you are FANTASTIC!

I thought you'd like to know that the INVEST team submitted the following in response to the prompt: "Something I really appreciate about Barb is...":

- She brings a wealth of knowledge to our meetings and helps us to think about challenges from new perspectives.
- Barb is always calm & pleasant.
- Literally EVERYONE'S mentor.
- I don't really get to work with Barb but I have been around enough to know that she is a brilliant person.
- Her calm, steadfast personality, and generosity in sharing her experiences with the team.
- She is always happy to listen to your ideas.
- Experience and wisdom with older adult clinical research.

Your INVEST colleagues also submitted the following words to describe you:



Thank You for Your Time and Attention!





Tips for Successful Multidisciplinary Team Formation and Maintenance

1. Find yourself in an environment that is concrete in their support of team science.
2. Surround yourself with collaborators that complement and extend what you do.
3. Understand that building great teams takes time and vulnerability.
4. Foster a growth mindset and rest in the fact that you'll be smarter tomorrow and together.
5. Be intentional about giving everyone a voice at the table. When the one at the top is the one to benefit, those approaches are siloed.



Tips for Successful Multidisciplinary Team Formation and Maintenance

6. Get comfortable giving and receiving feedback (pro tip: be more concerned about having blind spots than hearing about them).
7. Keep a lot of irons in the fire – sometimes the best collaborations are the most unlikely.
8. When you are a teammate: do your part to keep the atmosphere of the team fun and productive.
9. When you are entrusted with leading the team: set clear expectations and make sure folks have resources to succeed.
10. Celebrate small wins and write sincere thank you notes.