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The Future of Dams Project: Governance Statement

NEST - New England Sustainability Consortium

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The Future of Dams Project

Governance Statement

Opening statement

This governance statement sets out shared principles to guide our work and our relationships with each other on the New England Sustainability Consortium's Future of Dams project. This is a living document, meant to evolve as our partnership evolves. Rather than offering an exhaustive catalog, this governance statement is meant to serve as a touchstone to prompt important conversations about conduct, conflict resolution, authorship, expectations, data sharing, and assessment.

Code of conduct

By signing on and contributing to this shared enterprise, we have made a commitment to each other and to the dynamic and interdisciplinary work we have proposed.

From the outset we agree to treat each other, students, colleagues, and community stakeholders with respect; to respect the diverse contributions we will make towards this joint enterprise; to respect each other's time, including keeping meetings on time and on task, delivering on deadlines, quickly responding to requests, and sharing the administrative and logistical workload of the project; and to respect each other's capacity for leadership by offering opportunities for all team members to take on important roles in the project.

We recognize that the success of this project depends upon the support and collaboration of community partners and stakeholders, and we recall our stated objective of contributing to positive societal outcomes. We understand this means treating partners and stakeholders as valued colleagues with important needs and concerns and striving to connect our research with their stated interests.

Because of the complexity and interdependence of our proposed research, we commit to regularly communicating with each other and striving to include all team members in our events and activities, as well as working to be as transparent as possible in our communication, governance, and decision making. As part of that commitment, we agree to make use of our shared communication technologies, including the team Google Sites, Groups, and Drive.

We agree to civilly raise concerns and issues with each other before they grow, and to approach members of the committee on shared leadership for assistance as appropriate, while keeping in mind that differences of discipline and opinion are an important and productive facet of interdisciplinary research.

CSL and other working groups

On this project we will strive to govern ourselves in a transparent and shared manner, respecting the skills, approaches and experiences of all team members regardless of their seniority. Our first conception of this is to establish a Committee for Shared Leadership (CSL), that we hope reflects the competing needs to keep the project on track (e.g. pay attention to engaging an external advisory board, to annual reporting, etc.), respect the ideas and contributions from all team members equally, and foster the development of early career faculty (e.g. not overburdening them with administrative duties).

To get the real work done that is going to advance our collective research agenda, we adopted the concept of working groups. Working groups may be established to help meet any of the needs on the project while being limited in time and scope. The working groups empower the team members volunteering on a particular group to advance the project.

Conflict Resolution

Despite the best intentions of everyone involved, conflicts are likely to arise. We will strive to resolve conflicts using the principles outlined in the opening statement and code of conduct above. We invite any individual experiencing a conflict to raise that concern with the CSL. In a case when a member(s) of the CSL is involved in the conflict, the concern should be brought to other trusted team members to assist in developing a suitable approach toward its resolution. All team members should agree to civilly raise concerns and to respectfully and confidentially assist in resolving those for the benefit of the team.

Authorship

Principles governing authorship should embody a spirit of inclusiveness and respect the traditions and reward structure of individual disciplines, e.g., social science; the arts; natural science.

Wherever appropriate (e.g., scientific posters), we encourage a robust approach to including participating students as co-authors.

We offer the following as a general guideline for discussing and determining authorship and author order.

- Discuss authorship and author order early and often. Miscommunications can best be managed by open, clear communication, in print if it is helpful to do so.
- Confirm author order before submitting a manuscript before publication. Many interdisciplinary teams like NEST work on multiple manuscripts simultaneously. A simple email reminder will confirm the agreed upon order.

- The lead author should keep all co-authors informed of a manuscript's status and include them in conversations about revisions. The lead author should also communicate the most current version of a manuscript title and author order once the manuscript has been submitted. This will help to refine reporting practices so that the same manuscript does not appear with different titles.
- When confusion or conflicts arise, please utilize the NEST's conflict management processes to help facilitate an open, clear resolution. Authorship disputes can arise easily, and open communication can help to ensure a respectful, productive environment for collaboration.

Team Expectations

NEST faculty and students represent a collaborative, interdisciplinary, and cross- institutional team. The project values the development of a strong, communicative team and the establishment of an inclusive, integrated graduate student cohort. NEST participants are expected to:

- Attend seminars, student proposal and dissertation defenses, and related research and engagement activities.
- Participate in team meetings and group meetings.
- Use the internal website, which includes a calendar, documents and meeting notes.
- Maintain current information of research activities in the Track 2 Data Outcomes Portal.
- Provide timely information for annual reports to NSF and for project evaluation.
- Adhere to NSF's expectations for data management and sharing and comply with the project data management plan.
- Acknowledge funding support: All research products, including papers, presentations, and other intellectual materials produced under the grant, must include this statement: "Support was provided by a National Science Foundation EPSCoR Research Infrastructure Improvement Track 2 FEC award (# IIA-1539071)." Logos for NEST, NSF, NH EPSCoR and participating institutions are filed on the team website.

Data Sharing Policy

It is the intent of NEST to operate in the spirit of collaboration, and this spirit extends to the sharing of data and information among project personnel and beyond with the larger scientific community. While there may be good reasons to not immediately release data (such as to check data quality), it is the policy of NEST to share data as openly and quickly as possible. A formal Data Management Plan covers many more details of data management and sharing, and should be reviewed by researchers. Included in the Data Management Plan are firm deadlines by which data must be shared, metadata requirements, and data citation policies. Researchers generating data and/or using data generated by others on this project must abide by the letter of the Data Management Plan or identify aspects of the plan that need to be changed.

External Evaluation and Assessment

External evaluation is a component of the NEST grant project that is mandated by NSF, and the continuation of our funding will be partly based on the results of this process. All project participants should respond to requests for information or participation regarding evaluation and assessment, including AAAS site visits, Advisory Board meetings and a Reverse Site Visit at NSF.

NSF has a new data portal that all researchers will have to use. This will likely take a few hours per year. Team members should recognize this, and be willing to input their data in accordance with the required timelines.

Acknowledgement of Agreement

Add your name below to indicate you agree with the following statement:

I have read the NEST Future of Dams Team Governance Statement and agree to abide by the guidelines laid out.

Name	Date
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