1. How can I become part of a team?

You may either form a team by recruiting, or being recruited by your colleagues, or by using our web interface http://btiteamforum.org/. This interface will allow you to create a profile while remaining otherwise anonymous, until you agree to communicate in more detail with another user.

2. Can a current BTI faculty member be part of my team?

No.

3. How do these positions compare to a “normal” faculty position?

Each member of the successful team will have full faculty status at BTI, and a commensurate opportunity to apply for adjunct status at Cornell University. The main difference is that the team will be evaluated as a collective rather than as two or more individuals.

4. Are these tenure-track positions?

No, but while some BTI faculty have tenure, many work with renewable appointments. There are no restrictions on the overall length of employment. Similarly, highly successful teams could remain longer term at BTI.

5. What are the benefits of the team and what does it mean for the individual team members?

This is a novel concept, and time will tell us how to best model and support faculty hiring at BTI and elsewhere. Our belief is that a team will be better situated to take on complex projects, will be buffered against disruptions for family or professional reasons, and in general can represent the whole being greater than the sum of the parts. On the other hand, being part of a team means surrendering some degree of individual scientific identity, which has been a traditional metric for evaluating success. We believe that other metrics (collaboration, scientific reach) are more appropriate for some kinds of 21st-century research.

6. What kind of team characteristics are being sought?

Above all, BTI is looking to be excited by a new scientific agenda that will also enrich current programs at BTI and across campus. We are hoping that teams will exhibit scientific and personal diversity. We are open to teams that include disciplines that are not traditionally found in individual hires, that could add valuable dimension to a research program.