Roadmap for the Future

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Workshop on Key Challenges in the Implementation of Convergence

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Essential Characteristics for Successful Convergence

**People**
- Leadership is Key
  - Build from established strengths; expand in complementary directions
- Bottom Up and Top Down Involvement

**Organizational**
- Governance
- Program Management Culture
- Goal Orientated Efforts
- Core Facilities
- Funding Sources
  - Seed Money Critical

**Culture**
- Open, inclusive & values diversity
- Involves a Common Language
- Encourages a melting pot for interactions
  - Events to gather & share knowledge/ideas
  - Shared buildings or space
  - Local ecosystem important: “Technology moves by 2 feet”
- Flexibility
Barriers to Convergence

• Culture of Mutual Respect Across Disciplines
• Bureaucratic Overload
• Seed Funding
• Biologists are Averse to Math
• Disciplinary Constraints on Faculty Hiring and Promotion
• Academic accounting structures and barriers
  – Indirect cost returns
• Changes in the Academic Health Center Funding Model
  – NIH picks up gap?
• Funding Model for Convergence
• There aren’t Sugar Daddies for Everyone!
Convergence Solutions on a Steady State Budget

- Cluster Hires
- Reduce bureaucratic boundaries
- Initiate Executive-in-Residence Programs
- Suggest online resources for convergent classes be developed or identified
- Encourage Social Events: coffee, pizza
- Repurpose Journal Clubs to Convergence Themes