



## TEAM SCIENCE SEMINAR

# Ombuds as a Resource / Strategies for Identifying and Developing Team Norms

**Research thrives in healthy team environments.** Explore strategies for managing conflict and establishing team norms that support collaboration and success.

### Following this event, you will be able to:

- Identify how to contact the USC Office of the Ombuds and describe the specific, confidential environment it provides for researchers
- Contrast the informal role of the Ombuds with formal USC channels (such as HR, ORS, or EEO-TIX) to determine the best starting point for a concern
- Explain how the pillars of confidentiality and neutrality protect researchers (especially junior faculty or students) when discussing sensitive lab dynamics or authorship disputes



**Tom A. Kosakowski, JD**  
**University of Southern California Ombuds**



***Date: Wednesday, March 25, 2026***



***Time: 12:00 - 1:00 pm PT***



***Address: Online via Zoom***

**[Register Here!](#)**

This program is open to all eligible individuals. SC CTSI operates all of its programs and activities consistent with the University's Notice of Non-Discrimination. Eligibility is not determined based on race, sex, ethnicity, sexual orientation, or any other prohibited factor.

Individuals with disabilities who need accommodations to attend this event may contact Mayla Boguslav at [Mayla.Boguslav@med.usc.edu](mailto:Mayla.Boguslav@med.usc.edu). It is requested that individuals requiring accommodations or auxiliary aids such as sign language interpreters and alternative format materials notify us at least 7 days prior to the event. Every reasonable effort will be made to provide reasonable accommodations in an effective and timely manner.