Propulsion Research Center

Effectively Navigating Bureaucracy in the World of Research



DEFINING TEAMWORK



"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

--Andrew Carnegie



TEAM CHARACTERISTICS

- OFFENSE
 - Sponsored Programs
 - Contracts & Grants Accounting
- DEFENSE
 - Principal Investigators
 - Departmental Staff

SPECIAL TEAMS

- Office of the Vice President for Research & Economic Development
- Human Resources / Payroll
- Research Security
- MAE Department
- College of Engineering
- Custodial Services
- Environmental Health & Safety
- Office of Counsel (Legal)
- Gift Accounting & Development

- Purchasing / Procurement
- **Technology & Commercialization**
- **ISE Department**
- Alabama Space Grant Consortium
- Facilities & Maintenance
- **Proposal Development**
- Marketing & Communication
- Multiple UAH Research Centers



TEAM STRATEGIES & TACTICS

- COMMON GOALS
- COMPLEMENTARY ROLES
- CLEAR COMMUNICATION
- CONSTRUCTIVE CONFLICT
 - COHESION

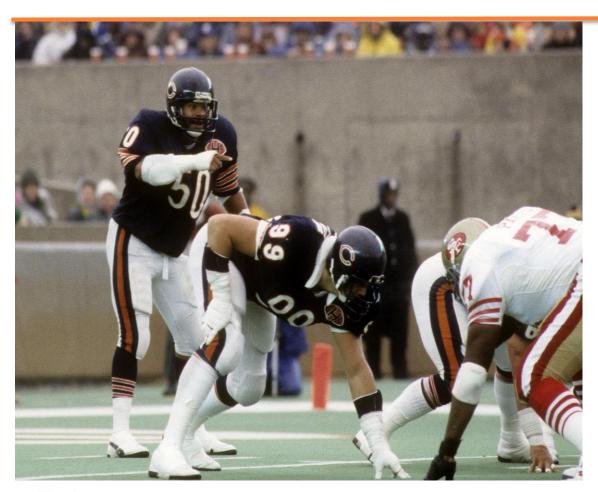


COMMON GOALS

OFFENSE	DEFENSE	SPECIAL TEAMS
 Support Research Faculty and Staff in Managing Research Funding. Adhere to Uniform Guidance 	 Review contracts and grants award goals with Principal Investigator Team Collaboration Satisfied Customer 	 Recruit, retain, return Corporate Values: High Standards of Performance Compliance Daily Operations



COMPLEMENTARY ROLES



MICHAEL SINGLETARY #50

BEST
MIDDLE
LINEBACKER
EVER

CHICAGO BEARS



COMPLEMENTARY ROLES

OFFENSE	DEFENSE	SPECIAL TEAMS
 Contract & Grant Administrator 	Budget Analyst	 Procurement
Contract & Grant	 Liaison with other departments 	 Technology/ Commercialization
Accountant		Research Security
		 Vice President of Research
		Compliance Officer

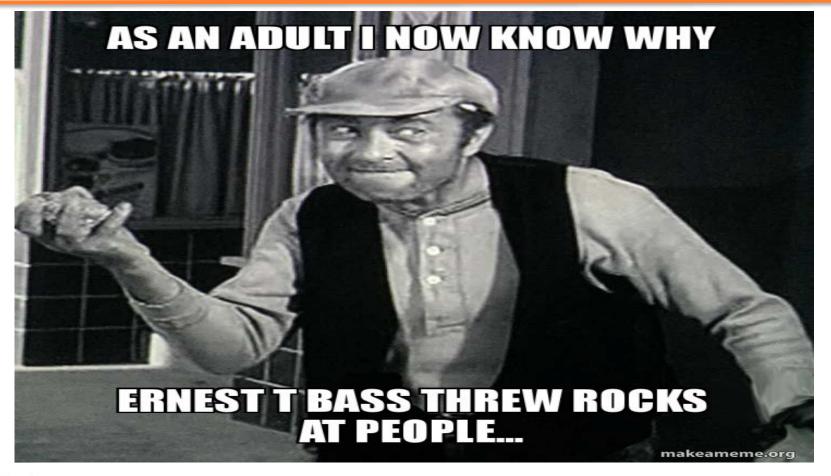


CLEAR COMMUNICATION

OFFENSE	DEFENSE	SPECIAL TEAMS
 Interpreter for 	 Liaison between 	 Stay informed of
Uniform Guidance	Principal	regulation and
	Investigator and	policy changes
 Proposal 	Central Office	
Processing		 Procurement
	 Principal 	Regulations
 Post-award 	Investigators and	
Liaison to Funding	Structured	 Interpret Legal
Agencies	Bureaucracy	and Compliance
		Issues



CONSTRUCTIVE CONFLICT





CONSTRUCTIVE CONFLICT

OFFENSE	DEFENSE	SPECIAL TEAMS
 Seek to understand, then to be understood Have enough details 	 Steer conflicts and misunderstanding in a positive direction. 	 Adhere to rules and regulations, not people
 in order to move to resolve conflict Be good advocates of the institution 	 Learn the temperament of your coworkers. Always conduct yourself in a professional manner. 	 Communicate the rules and regulations with all parties involved
(Integrity)	a professional manner.	Treat everyone equally



COHESION

OFFENSE	DEFENSE	SPECIAL TEAMS
 Birthday as a Holiday 	• Our Motto:	 Keep a positive attitude
a Hallawaan Dantu	"People Over	a llava santinuous
 Halloween Party for entire campus 	Problems"	 Have continuous communication
 Organization Day 	 Student Mentoring Luncheons 	with all parties involved
for OSP & CGA	Melvin's Place of	Build an
 Awesome Asset Awards 	BBQ	environment of connectedness



COHESION



"GETTING IN THE PICTURE" CHRISTMAS 2015



2018 CHRISTMAS PARTY & DR. BLACKMON'S 80TH BIRTHDAY AT MELVIN'S PLACE OF BBQ

COHESION





IN LOVING MEMORY ...
MR. MELVIN RODGERS

A WINNING TEAM'S RECORD

OFFENSE DEFENSE SPECIAL TEAMS

- Compassion for one another's duties
- Cooperation amongst the entire group
 - Fairness
 - Integrity/ honesty
 - Respect
 - Transparency
- Trust amongst all involved (i.e. university, agency, stakeholders)
 - Community support
 - Increased revenues



QUESTIONS

