

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
<ul style="list-style-type: none">• Support Research Faculty and Staff in Managing Research Funding.• Adhere to Uniform Guidance	<ul style="list-style-type: none">• Review contracts and grants award goals with Principal Investigator• Team Collaboration• Satisfied Customer	<ul style="list-style-type: none">• Recruit, retain, return• Corporate Values: High Standards of Performance• Compliance• Daily Operations

COMPLEMENTARY ROLES



**MICHAEL
SINGLETARY
#50**

**BEST
MIDDLE
LINEBACKER
EVER**

CHICAGO BEARS



**2019 ANNUAL
MEETING**

OCTOBER 19 - 23

COMPLEMENTARY ROLES

OFFENSE	DEFENSE	SPECIAL TEAMS
<ul style="list-style-type: none">• Contract & Grant Administrator• Contract & Grant Accountant	<ul style="list-style-type: none">• Budget Analyst• Liaison with other departments	<ul style="list-style-type: none">• Procurement• Technology/Commercialization• Research Security• Vice President of Research• Compliance Officer

CLEAR COMMUNICATION

OFFENSE	DEFENSE	SPECIAL TEAMS
<ul style="list-style-type: none">• Interpreter for Uniform Guidance• Proposal Processing• Post-award Liaison to Funding Agencies	<ul style="list-style-type: none">• Liaison between Principal Investigator and Central Office• Principal Investigators and Structured Bureaucracy	<ul style="list-style-type: none">• Stay informed of regulation and policy changes• Procurement Regulations• Interpret Legal and Compliance Issues

CONSTRUCTIVE CONFLICT



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CONSTRUCTIVE CONFLICT

OFFENSE	DEFENSE	SPECIAL TEAMS
<ul style="list-style-type: none">• Seek to understand, then to be understood• Have enough details in order to move to resolve conflict• Be good advocates of the institution (Integrity)	<ul style="list-style-type: none">• Steer conflicts and misunderstanding in a positive direction.• Learn the temperament of your coworkers.• Always conduct yourself in a professional manner.	<ul style="list-style-type: none">• Adhere to rules and regulations, not people• Communicate the rules and regulations with all parties involved• Treat everyone equally

COHESION

OFFENSE	DEFENSE	SPECIAL TEAMS
<ul style="list-style-type: none">• Birthday as a Holiday• Halloween Party for entire campus• Organization Day for OSP & CGA• Awesome Asset Awards	<ul style="list-style-type: none">• Our Motto: <i>“People Over Problems”</i>• Student Mentoring Luncheons• Melvin’s Place of BBQ	<ul style="list-style-type: none">• Keep a positive attitude• Have continuous communication with all parties involved• Build an 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



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

