

Leading Virtual Research Teams for Collaboration, Engagement, and Advancement

Center for
Workplace
Development
and Inclusion
Research


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Virtual Research Teams

What is a virtual
research team?



Online, interactive,
working groups
designed to connect
University affiliates with
similar research and
scholarship interests

Virtual Research Teams

Scant research specifically addressing this topic in university environments

Existing research primarily focuses on training and development within corporations (Hanebuth, 2015)

More and more faculty and students are interacting in online environments

University of Phoenix Members

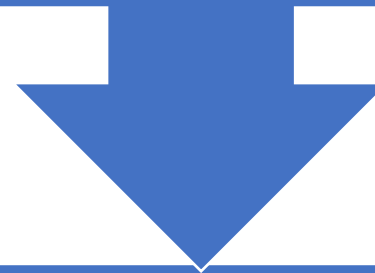
Most UOP faculty teach in an online learning environment

Geographical constraints make it difficult to engage with other members for possible research and scholarship opportunities

Therefore, chairs of the University Research Centers strategically look for opportunities to assemble faculty through the use of VRTs

Functions of Virtual Research Teams

Faculty afforded the opportunity to collaborate with like-minded faculty to construct scholarship that provides meaningful contributions within their fields.



Within our research center, VRTs are categorized as

Special
interest
groups (SIGs)

Topic-specific
research
teams

Targeted-
scholarship
project
teams

Special Interest Groups (SIGs)

Topic-specific research teams or targeted-scholarship project teams

Assemble members in a meaningful way around pivotal topics that relate to the center's mission and research agenda

Group membership is open to faculty, students, alumni, and staff

Center for Workplace Diversity and Inclusion Research SIGs

Cultural Conflict in the Workplace

Special Needs, Abilities, and
Workplace Inclusion

Spirituality in the Workplace

Gender and Gender Identity in the
Workplace

Generational Research in the
Workplace

Topic-Specific Research Teams

Formal teams (under the center's research agenda) tasked to explore a specific topic or issue



Purpose to fill a gap in a body of literature



Examples

Millennials in the Workplace

Transgender Employees in the Workplace

Targeted Scholarship Teams

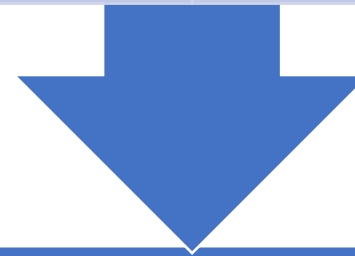
Ad hoc teams created in
response to calls for

Proposals

**Journal
Articles**

**Book
Chapters**

**Conference
Presentations**



University research chair
sends notifications to center
members to invite members
to form collaborations

Opportunities
and
Experiences
within VRT's

- Engage in scholarship with like-minded colleagues
- Share the process with others
- Collaborate for best use of group members' talents (literature review, editing, etc.)
- Learn from others
- Fulfill UOP Academic Review requirements

Challenges of Working in VRT's

- Keeping team members engaged
- Managing time constraints
- Delegating assignments
- Communicating effectively
- Scheduling meetings
- Managing conflicts

Successful VRT's

Leader to manage assignments and workflow	Effective communication	Frequent meetings
Self-directed members	Flexibility	Willingness to help another VRT member if needed
Commitment to the project	Respect for others	Sense of humor

Future VRT Research and Scholarship

- Function and Effectiveness
- Ethics
- Collaboration
- Engagement

References

Hanebuth, A. (2015). Success factors of virtual research teams - does distance still matter? *Management Revue*, 26(2), 161-179. doi:<http://dx.doi.org/10.1688/mrcv-2015-02-Hanebuth>

The University of Phoenix. (n.d.) Become a faculty member. Retrieved from <http://www.phoenix.edu/faculty/become-a-faculty-member.html>