The Collaborative Web

Abstract:
Building a divergent model for organizing research and development, based on 21st-century notions of engagement.

Learn about the results of a 5-year management experiment in an on-going high technology R&D enterprise, where we asked many irreverent questions:
- What is the meaning of "manager"?
- What if we trusted everyone such that practically nothing was secret internally?
- Could we rotate leadership?
- Could we accommodate shifting roles over the course of a career?
- What might it mean to have an "employee led" organization?
- What if we paid people based on the promise of future performance rather than the success or failure of the past?
- What if we eliminated sign-offs on expenditures?

This talk will answer the questions of why we did this, from whom did we draw insights, what we learned, and finally, whether we were successful in improving the value to the client and the engagement of our research staff.

Laura McKinney, Ph.D.
Assistant Vice Chancellor for Industry Partnerships
Executive Director, Engineering and Technology Industry Council (ETIC) Oregon University System

MSCS in Software Engineering, OGI (now OHSU)
B.A. in Mathematics and Computer Science University of Colorado in Boulder

At OUS, Laura has been leading statewide efforts to bring industry and higher education together to address critical workforce and applied research needs. McKinney works closely with OUS institutions to identify industry collaborations, including those in STEM fields, health care, forestry, and other prominent and emerging Oregon industries. Additionally, she serves as the Executive Director of ETIC, a council of industry executives established in 1997 with the mission of fueling postsecondary engineering and technology education as a strategic resource for Oregon’s economy via the Oregon Engineering Education Investment Fund.