

A **non-core** research program focuses on one or more of the above objectives but is carried out for an individual company. Non-core projects of special interest can also be developed for a group of members or individual members. These projects carry indirect costs at the UNIVERSITY-determined rates. The terms of these specific research contracts with UNIVERSITY will govern the intellectual property ownership and licensing rights in the intellectual property arising from these agreements. The results of these non-core projects will be available to the CENTER members only on the same basis as to any non-member, unless the sponsoring company and the UNIVERSITY agree otherwise.

To carry out its mission, the CENTER may seek out talent at UNIVERSITY as well as other universities.

A. ORGANIZATIONAL STRUCTURE

The organizational structure of CENTER consists of an administrative office and the Industrial Advisory Board (IAB).

Center for Innovation Management Studies (CIMS) Organizational Chart

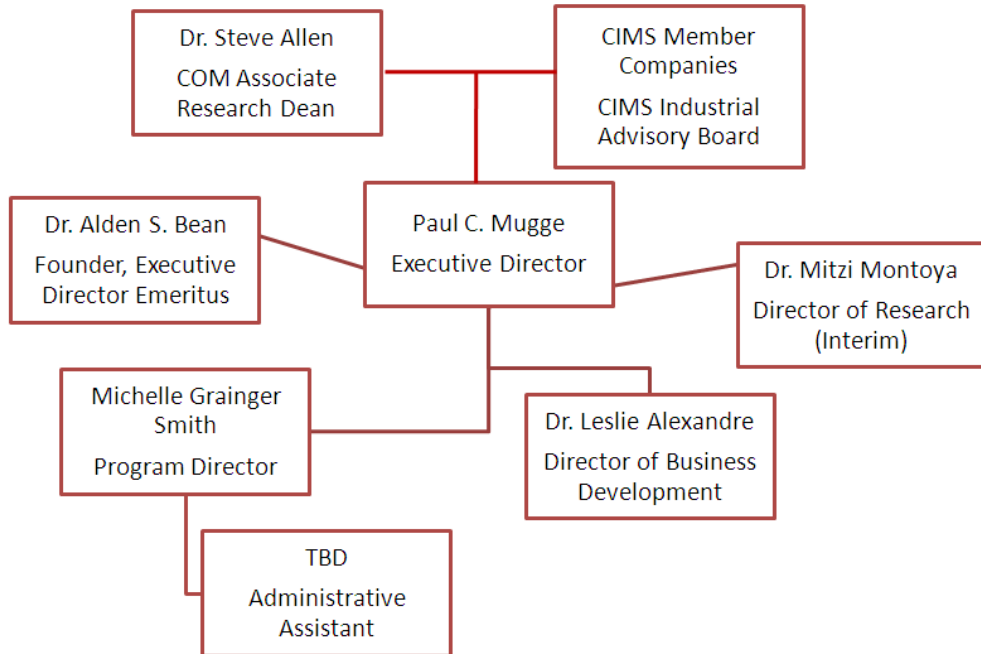


Figure 1.

1. Executive Director

Executive Director of the CENTER reports to the Research Associate Dean at College of Management. Executive Director works closely with the IAB to identify key areas of research and to establish short-range and long-range goals in pursuit of the mission of the CENTER.

Specific responsibilities of the Executive Director include:

- Coordination of the core, enhancement and non-core research projects
- Selection and granting of research projects based on recommendations of the IAB
- Budgeting and administration of the CENTER funds
- Interaction with industry participants through IAB and other formal and informal mechanisms
- Interaction with the UNIVERSITY
- Promotion of CENTER mission
- Seeking new participants in CENTER activities

Executive Director has administrative authority in the operation of CENTER, including fiscal management, policy decisions, and appointment of the technical and administrative staff.

Executive Directors is appointed by the Vice Chancellor for Research and Graduate Studies of the UNIVERSITY upon recommendation of Dean of the College of Management. The appointee has to be acceptable to the IAB.

2. Co-Directors

Director of Research reports to the Executive Director and works closely with the IAB and the Executive Director to identify key areas of research. In addition to identifying areas of research, the Research Director will coordinate and promote calls for proposals, review research proposals and work directly with researchers to ensure members satisfaction.

Director of Business Development reports to the Executive Director and is responsible for cultivating new opportunities for the CENTER with industry. These opportunities can be in the form of new membership, special interest workshops, seminars, conferences and executive education.

Program Director reports to the Executive Director and works closely with the IAB. The Program Director is responsible for assisting Executive Director, Executive Director and the Director of Business Relations in all their activities; coordinating bi-annual CENTER meetings and CENTER information services; overseeing CENTER operation on the daily basis.