

Charles C. Heckscher

Charles Heckscher has served for 25 years as a Professor in Labor Studies and the School of Management and Labor Relations at Rutgers University. Previously, his academic travels included stays at Harvard Business School, L'Institut des Hautes Etudes Politiques, and the University of Paris. Currently, he is co-Director of the Center for the Study of Collaboration in Work and Society at Rutgers.

Charles began his academic studies with a degree in sociology and an interest in industrial democracy. His first full-time job was as a staff member of the Communications Workers of America, where his primary duty was supporting joint union-management activities, especially the Quality of Work Life program and Technology Change committees. During this period, Charles mentored and inspired a number of labor leaders, in his vision of "The New Unionism: Employee Involvement in the Changing Corporation" (1988).

Charles has also written about the emergent role of middle management ("White Collar Blues: Management Loyalties in an Age of Corporate Restructuring", 1995) and the changing forms of corporate organization ("The Post-Bureaucratic Organization", 1994; and "The Collaborative Enterprise: Managing Speed and Complexity in Knowledge-Based Businesses", 2007).

In combination with his academic research, Charles' "activism" as a consultant and social volunteer has taught him much about helping different stakeholders work through difficult changes in a constructive manner. This "full engagement" in the study and development of collaboration has contributed to Charles' most recent and prescient work, "Trust in a Complex World: Enriching Community" (2015), that is also an inspiration for his keynote to our 2017 STS Roundtable.