NCHRP 20-68 – "US Domestic Scan Program"
Domestic Scan 23-04 Developing and Maintaining a Culture of Innovation within DOTs

Continuing innovation in the practices of U.S. transportation agencies has brought substantial benefits to the nation. Many new and emerging technologies, offering improved performance/effectiveness, are continually being developed and deployed within DOTs whether through rigorous research or gleaned from information exchange among practitioners or may have evolved within agency over time. The value of innovation is well recognized within the highway community. In support of promoting innovation within DOTs the AASHTO Board of Directors authorized the AASHTO Innovation Initiative to identify and champion the implementation or deployment of proven technologies, products or processes that are likely to yield significant economic or qualitative benefits to the users. NCHRP supports Innovation Initiatives through such programs as the NCHRP Project 20-44 "NCHRP Implementation Support Program" and NCHRP 20-68 "U.S. Domestic Scan Program". Federal Highway Administration's encourages innovation through their Everyday Counts (EDC) program. All these programs depend on the existence of a culture of innovation within the transportation community to produce products to consider. To help DOTs focus on innovation there is a need to better understand how to create an environment to support of innovation, how to systemically institutionalize innovation within organizations, how to use technology in the evolving work environment, and how to sustain innovation over time.

The objective of this scan is to examine organizations that have successfully designed and implemented programs and/or initiatives that support a culture of innovation. Specifically, the team should examine and document:

- The characteristics of a strong organizational culture of innovation.
- How innovation culture differs by discipline within an organization.
- Examples within the state DOTs of successful initiatives to change organizational culture to one that encourages and supports innovation.
- Examples of specific programs within state DOTs aimed at supporting innovation.
- How improvements in a culture of innovation can be sustained.

This scan is being planned as a Virtual Peer Exchange (Type 4). Potential agencies that may be considered by the team to study include California DOT, Michigan DOT, Minnesota DOT, Utah DOT, Louisiana DOT, Indiana DOT, Texas DOT, New Jersey DOT and FHWA. Consideration should also be given to investigating successful programs offered by other organizations that may be transferred to state DOT practice. Case studies demonstrating successful practices and programs should be captured for dissemination to others as part of the teams' deliverables. The results of this scan would be used by AASHTO, FHWA and state DOTs as well as others in the transportation community who are interested in accelerating innovation within their organizations and building a culture that embraces it. This scan will be of particular interest to all state DOTs and FHWA buy specifically to the AASHTO Innovation Community of Practice (ICOP)

Original Scan Proposal Title: 23-10 Systemically institutionalizing and sustaining Innovation in an everchanging world

Activity	Planning Milestones (minimum months prior to scan)	Tentative Schedule - Scan # 23-04 Developing and Maintaining a Culture of Innovation within DOTs
Chairs and Team Members Identified	D-5.5	April – July 2023
SME Selected	D-5	July 2023
Desk Scan Completed	D-3.5	October 2023
Organizational Meeting Held	D-3.5	October 2023
Host States Confirmed	D-3	October 2023
Draft Agenda for Virtual Scan Drafted and Confirmed	D-.75	December 2023
Briefing Materials Distributed	D-.25	January 2024
Prescan Conference Call Held	D-.25	January 2024
Scan Conducted	D	February 2024
Thank You Letters Sent to Hosts	D+.25	February 2024
Draft PowerPoint submitted by SME	D+.5	February 2024
Final PowerPoint Submitted by SME	D+1	March 2024
Draft Report Delivered to NCHRP and Panel	D+3	May 2024
Final Report Delivered to NCHRP	D+5	July 2024
Dissemination and Implementation of the scan findings		Feb 2024 – Feb 2029 (The process may take 3-5 years after the scan until the ideas are "anchored" in organizational programs or projects in FHWA, AASHTO, NCHRP, and/or industry)