

Departmental Reporting Structure (Research Career Ladder)

Exhibit C

V.P. Biology		V.P. Chemistry	
Head of Biology		Head of Chemistry	
Department Head		Department Head	
Lab A - Biology	Lab B - Biology	Lab C - Chemistry	Lab D - Chemistry
1. Ph D. Researcher	1. Ph D. Researcher	1. Ph D. Researcher	1. Ph D. Researcher
2. Masters Degree	2. Masters Degree	2. Ph D. Researcher	2. Masters Degree
3. BS Degree	3. BS Degree	3. BS Degree	3. Masters Degree
4. Lab Assistant	4. Lab Assistant	4. Lab Assistant	4. Lab Assistant

Example of Research Matrix

Project Portfolio Team:
V.P. Biology, V.P. Chemistry, Head of Biology, Head of Chemistry, Department Heads

Matrix Project Team 1	Matrix Project Team 2	Matrix Project Team 3	Matrix Project Team 4
A1 - Project Leader	B1 - Project Leader	C2 - Project Leader	D1 - Project Leader
A3	A2	A1	B1
C2	B3	D2	C2
A4	D3	D4	D3