

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 2. Masters Degree 3. BS Degree 4. Lab Assistant	1. Ph D. Researcher 2. Masters Degree 3. BS Degree 4. Lab Assistant	1. Ph D. Researcher 2. Ph D. Researcher 3. BS Degree 4. Lab Assistant	1. Ph D. Researcher 2. Masters Degree 3. Masters Degree 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 A3 C2 A4	B1 - Project Leader A2 B3 D3	C2 - Project Leader A1 D2 D4	D1 - Project Leader B1 C2 D3