Structural Factors that (Might) Influence Research

*Black text = unaffected by or orthogonal to the structure of the College
Red text = affected or possibly affected by the structure of the College*

1. Resources
   - Personnel and FTE: faculty time, GEs, RAs, post-docs
     - GE lines are currently allocated at the college level
   - Funding: Internal grant support, internal bridge support, travel funds
   - Space: Lab and office space; graduate student offices
   - Faculty lines (but IHP); unclear whether change would be positive or negative
   - Knowledge access: Library, literature access

2. Administrative support
   - Grant development and administration (pre- and post-award)
   - RA and post-doc administration; graduate program administration more generally
   - General finance administration (e.g., travel, visiting scholar coordination and reimbursement)
   - Resource swapping, dean-level synergies, and resource flexibility within CAS
     - Efficiency to be gained in relatively easy and smooth transactions within the college
   - Development and external support
     - Unclear how this might change; won’t change at all without resource redistribution

3. Local intellectual environment
   - Productive, research-active colleagues, graduate students, and postdocs
   - Fellow specialists within departments or neighboring departments within a division
     - Hiring might be more focused in a narrow-college model
   - Active seminar series and specialists’ workshops

4. Broader intellectual environment
   - Incentivized support for basic inquiry
   - Incentivized support for cross-disciplinary collaboration
     - Encouragement at the Dean’s level for broader work can mitigate the "silos" that can happen within departments or more focused colleges

Current Structure: Advantages to Research

- Communication and synergies between the divisional deans
- Structure encourages deans to interact and consider each other’s priorities during hiring and promotion decisions
Current Structure: Disadvantages to Research

- None
- *Perceived: Development would be easier and more focused in a narrow-college design*
  - Mitigating factor: This is not actually a structural issue but a budgetary one

Future considerations [DRAFT]

- Enhanced role of the divisional deans in fostering research collaborations
- Additional dean(s) for synergy between divisions within CAS, e.g., Dean for Research
- Assess the extent of latent desire for collaborations within CAS and leverage that desire (if any exists) by dean-level facilitation of collaboration