

**Structure:
Weak-Tie Networks**

*Scarcity of Labor
(Expectations, Time,
Faculty buy-in)*

*Scarcity of Resources
(Training)*

**Agency:
Relational Oases**

*Learning from Relational
Networks*

*Finding Acknowledgement,
community, and motivation*

**Outcomes:
Reaching Capacity**

Disappearing Labor

Overtaxed Labor

*Limited Networks
= Limited Knowledge*

Theme 1: Limited but Influential Networks