



Strategic Reorganization



Student Services
Dual Credit/Outreach
Information Technology
Physical Plant

1. Student Services



A. – Student Success Services

- Holistic Advising & Success Coaching
- Tutoring, Mentoring, Clubs & Orgs
- Transfer & Career Services
- Mental Health & Disability Services
- Libraries



B. – Enrollment Mgmt. Services

- Admissions/Registrar
- Financial Aid
- Recruiting/Community Outreach
- Testing Center
- Student Activities



Goals

- Align functions with strategic plan
- Improve business processes
- Increase student engagement, persistence, completion, and success



Personnel

- Shifting existing personnel to fill any new or open positions
- Realignment of jobs and personnel for efficiency and effectiveness
- If back filling is necessary, multiple salary lines from retired employees available.

2. Outreach/Dual Credit



A. – Instructional Services

- Faculty Training and Development
- Faculty Evaluation
- Integration of Faculty & Student Services



B. – Partnerships

- MOUs
- Program Management
- Enrollment and Billing
- Course Scheduling



Goals

- Align functions with strategic plan
- Improve business processes
- Integrate dual credit and early college high schools students



Personnel

- In depth look at job duties and processes
- Realignment of jobs and personnel to manage school district partnerships more effectively
- If back filling is necessary, multiple salary lines from retired employees available.

3. Information Technology

A. – Systems Administration



- Servers & Networks
- Telecommunications
- Website & Learning
- Help Desk
- Information Security
- Smart Classrooms and Distance Learning

B. – Student Information Systems



- Colleague ERP
- Perceptive Content – Workflows
- Estudios and Informer – End User Reports
- Database Administration
- Software and Hardware Licensing

Goals



- Align functions with strategic plan
- Improve business processes
- Get data to end users efficiently

Personnel



- Shifting existing personnel to fill any new or open positions
- Realignment of jobs and personnel for efficiency and effectiveness
- If back filling is necessary, multiple salary lines from retired employees available.

4. Physical Plant

A. – Operations and Projects



- HVAC
- Parking Lots & Roofing
- Life Safety & Security
- Special Projects

B. – Buildings and Grounds



- Construction
- Electrical & Plumbing
- Grounds
- Custodial Services

Goals



- Align functions with strategic plan
- Improve business processes
- Increase personnel efficiencies

Personnel



- Shifting existing personnel to fill any new or open positions
- Realignment of jobs and personnel for efficiency and effectiveness
- If back filling is necessary, multiple salary lines from retired employees available.