

# Grossmont-Cuyamaca Community College District

## *District Services – Reorganization*

*Updated 3/2011*

### **Why Reorganize?**

- Re-focus on services and accountability to employees, students & the community
- Reduce senior management and streamline operations
- Generate budget savings while improving services and focusing administrative efforts

### **Improved Services to Employees**

- Accessible, timely, responsible and accountable services
- Improved on-line information and services
- Coordinated technology, research, & business operations to improve planning & services

### **Increased Support to Employee Representatives**

- Monthly preventative issues meeting with all three units
- Quarterly meetings with Meet & Confer groups
- Monthly Human Resources Team meetings coordinating tasks & improving services

### **Operational Changes**

- **One Executive Administrator per Site** - Chancellor's Cabinet has one executive for each site: Grossmont College President, Cuyamaca College President and Executive Vice Chancellor for District Services. The entire team works together to continually improve services to employees, students and the community and work toward achieving the vision of the entire District.
- **Restructure Two Vice Chancellors** –
  - Two Vice Chancellors reduced to one Executive Vice Chancellor to provide leadership and accountability for the Governing Board, Chancellor's Cabinet, and the 3 District Services operational divisions.
- **Restructure Two Associate Vice Chancellors** –
  - Associate Vice Chancellor –DW Academic, Student, Plan & Research restructured to a Sr. Dean.
  - Associate Vice Chancellor, Intergovernmental Relation, Economic Development & Public Info restructured to Associate Vice Chancellor, Advancement & Communications to provide a new visionary and coordinated advancement system not previously addressed in the District organization.
- **Restructure Other Positions** –
  - Defunded Director, Risk Management & District Cashier
  - Restructured Director, Employee & Labor Relations
  - Created a Communications & Public Information Specialist Sr.

### **Summary**

- Chancellor's Cabinet – 4 senior level managers reduced to 1 for District Services
- Streamlined operations
- Initial budget savings of \$500K