

Grossmont-Cuyamaca Community College District

District Services – Reorganization

Transitional Phase 2010/2011

Why Reorganize?:

Re-Focus on Services and accountability to Employees, Students & the Community

Reduce Senior Management and Streamline Operations

Generate a budget savings and continue to hold frozen positions

Improved Services to Employees

- Accessible, timely, responsible and accountable services
- Improved on-line information and services

Increased Support to Employee Representatives

- Preventative issues meeting with all 3 units
- Human Resources Team developed with tracking for timely follow-up to employee units

Operational Changes

- **Restructure of 3 Management positions** – Two Vice Chancellors and one Director are restructured to provide leadership and accountability for the Governing Board, Chancellor’s Cabinet and operational levels. This includes structured and accessible service for employee & labor relations, employee benefits, safety & emergency preparedness and training & development for our employees.
- **Restructure of 2 Associate Vice Chancellors** – The senior management positions are restructured to appropriately address Communications, Government Relations, Institutional Research and other district coordinating functions. A Director of Communications position will be on hold during this transitional phase and will be partially filled temporarily by contracted services.
- **One Key Administrator per Site** - Chancellor’s Cabinet has one executive for each site: Grossmont College, Cuyamaca College and 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.
- **Creation of Districtwide Advancement System**– Visionary and coordinated advancement was not previously addressed in the district organization. This function will initially be filled part time by contracted services.