ADMINISTRATIVE STRUCTURE AND FUNCTIONAL ALIGNMENT

Wednesday

April 6, 2016

(Updated May 3, 2016)

Mission

- At Ventura College, we transform students' lives, develop human potential, and serve as the educational and cultural heart of our community. Placing students at the center of their learning experience, we serve a highly diverse student body by providing innovative instruction and student support, focusing on associate degree and certificate completion, transfer, workforce preparation, and basic skills. We are committed to the sustainable continuous improvement of our college and its services.

Purpose

- To provide quality and effective services to our community and students by enhancing leadership and management services to improve support of employees and students and maximizing the effective use of our resources in a changing environment.

Context

- There has been considerable change in our work environment:
  - Student needs
  - Resources
  - Legislative, CCCCO, and accreditation requirements

- Campus wide discussion has provided critical input during the evolution of the administrative structure plan.

Guiding Principles

1. Provide opportunities for college-wide input.
2. No additional costs to general fund budget.
3. Support leadership, collaboration, and innovation among deans/faculty/staff through a more balanced workload.
4. Improve the functional alignment of departments to support college goals and student success.
5. Minimize the number of areas affected by the realignment.

Desired Outcome – One

- Increase innovation and implementation of activities across the college to increase student access and completion:
  - Course level-- particularly developmental English and math
  - Certificate/degree completion
  - Close equity gaps in student success measures
  - Student communication management plan
  - Online education

Desired Outcome - Two

- Enhance and improve capacity in Career Technical Education programs:
  - Range and mix of CTE programs tied to documented high demand job areas with successful placements.
  - Implement new and evolving content supported with increased state categorical funding: workplace essentials, diesel technology, manufacturing, agriculture, and basic/reserve training academies
  - Work with employers to provide specialized training and internship programs

Desired Outcome - Three

- Increase our ability to measure and improve institutional effectiveness and equity and provide learning support across the college:
  - Share and analyze data to drive measureable goals for student learning and achievement.
  - Provide student support services across all disciplines and for all students and meet SSSP, Equity, and Basic Skills plan requirements and goals.
  - Enhance campus awareness of equity gaps and student success barriers with support for improvements.

Desired Outcome - Four

- Expand access to college opportunities to the community
  - Community education
  - Contract education
  - No-cost (non-credit) ESL, developmental, and CTE certificates
  - Build pathways from above areas into credit courses and programs
  - Online education

College Input

- Academic Senate Resolution does not support an additional instructional dean position.
- Based on input from forums and other venues:
  - restore full Dean of Student Services position
  - keep like programs together with support from Assistant Deans for larger groups
  - increase use of categorical/grant funds to support administrative and classified positions

Proposed Adjustments Student Affairs

1. Two existing assistant dean positions are moved to other areas.
2. Dean of Student Services position is restored with cost covered by SSSP and Equity categorical funds.

Vice President for Student Affairs

- Admissions and Records
- Financial Aid
- Health Center
- Outreach
- Dean of Student Services

Dean of Student Services

- Counseling
  - FYE
  - Career
  - Transfer
- EOPS
- EAC
- Articulation
- Student Activities
- International Students
- Assessment
- Veteran's Center
- Foster Youth Center
- Connections
- CalWORKs
- College Initiatives:
  - SSSP
  - Conduct/BICT
  - Title IX/Cleary
  - Grievance

Proposed Adjustments
Business and Administrative Services

1. College services supervisor has added responsibility of community education support and development.
2. Adult education (AB 104) and dual enrollment managed within BAS.
3. Dean of Institutional Equity and Effectiveness reports to Vice President.

Current Academic Divisions

1. English, Communications, Languages, Library, and Learning Resources
2. Arts and Humanities (including psychology, sociology, and philosophy)
3. Sciences and Math
4. Life and Political Sciences (including biology, anthropology, history, political science, and economics
5. Health, Kinesiology, Athletics, and Applied Science
6. Career and Technical Education

Proposed Adjustments Academic Affairs

1. Assistant dean from Student Services (Karen Engelsen) moved to instruction with responsibility for Applied Science Center including workplace essentials, contract education, and defined CTE programs.
2. Change current CTE Division title to Workforce and Economic Development.
3. Assistant dean from Student Services (David Bransky moved to instruction.
4. Realignment of some discipline areas or departments among the academic divisions.

Academic Divisions… Moving Forward

1. English and Math (Dean) and Library, Learning Resources, and Communications (Assistant Dean)
2. Sciences (Dean)
3. Visual Arts, Behavioral and Social Sciences, and Languages (Dean)
4. Health, Kinesiology, Athletics, and Performing Arts (Dean)
5. Workforce and Economic Development (Dean and Assistant Dean)

- Adjusting from six Deans to five Deans and two Assistant Deans

English and Math – Lynn Wright, Dean

- English
- ESL
- Multilingual English
- Math
- Computer Science
- Communication Studies
- College Initiatives
  - Basic Skills Initiative
  - Equity – support
  - Velocidad Grant

Library, Learning Resources, and Communications – David Bransky, Assistant Dean

- Communications
- Librarians/Library
- LRC
- Library Assistants
- Proctoring
- Supplemental Instruction
- Tutorial Services
- Evening Administration

Sciences – Dan Kumpf, Dean

- Anatomy
- Anatomy/Physiology
- Anthropology
- Biology
- Biotechnology
- Physiology
- Microbiology
- Agriculture
- GIS
- Chemistry
- Engineering
- Astronomy
- Physics
- Environmental Science and Resource Management
- Ecology
- Geography
- Geology
- College Initiatives:
  - Equity
  - BSI - support
  - Negotiations
  - MESA
  - STEM Grant

Visual Arts, Behavioral and Social Sciences, and Languages – Gwendolyn Huddleston, Dean

- Art
- Photography
- Economics
- History
- Political Science
- Am Ethnic Studies
- Chicano Studies
- Philosophy
- Sociology
- Human Services
- Psychology
- Foreign Languages
- College Initiatives:
  - OEI/DE
  - Pathway to Law
  - ALAS
  - Culture in Diversity
  - Professional Development

Health, Kinesiology, Athletics, and Performing Arts – Tim Harrison, Dean

- Health Education
- Intercollegiate Athletics
- Kinesiology
- Dance
- Music
- Theatre Arts
- College Initiatives
  - Community Education
  - Dual Enrollment
  - Off Campus/Ventura College Santa Paula

Workforce and Economic Development: Kathy Schrader, Dean

- Automotive
- Business
- Child Development
- Criminal Justice
- Diesel Technology
- Emergency Med Tech
- Health Sciences
- Nursing
- Paramedic

- College Initiatives:
  - Perkins
  - VC Innovates and Career Pathways
  - Foster Youth and Kinship Care

Workforce and Economic Development – Karen Englesen, Assistant Dean

- Applied Sciences, Workplace Essentials
- Architecture
- Construction Tech
- Drafting
- Manufacturing
- Water Science
- Welding
- College Initiatives:
  - Non-Credit, CTE related
  - Contract Education

Division Comparisons

	English and Math	Library, LRC, and Comm	Sciences	Visual Arts, Social Sci and Lang	Heath, Kin, ICA, Perf Arts	WF and Econ Dev	WF and Econ Dev, Asst Dean
CRN	232	33	190	234	150	169	40
Class-ified	2	14	9	6	12	10	2
FT Faculty	34	5	20	28	16	23	5
PT Faculty	74	8	58	91	72	100	20
Total Faculty	108	13	78	119	88	123	25

Guiding Principles

1. Provide opportunities for college-wide input.
2. No increase to General Fund expenses.
3. Support leadership, collaboration, and innovation among deans/faculty/staff through a more balanced workload.
4. Improve the functional alignment of departments to support college goals and student success.
5. Minimize the number of areas affected by the realignment.

Next Steps

- Presentation provided to the campus March 30.
- Feedback survey sent to the campus March 31 and remains open for responses until April 15th.
- College forum on Wednesday, April 6th from 12:30 to 2:00pm in Guthrie Hall focused on alignment of academic divisions.
- Input will be reviewed and considered with any adjustments finalized by April 29th.
- Final version will be sent to the campus on May 4th.
- The planned implementation date for the new structure is July 1, 2016.

Discussion

VENTURA COLLEGE

SET YOUR COURSE