

# ADMINISTRATIVE STRUCTURE AND FUNCTIONAL ALIGNMENT

Wednesday  
April 6, 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

# 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 and reporting to Lynn Wright.
4. Realignment of some discipline areas or departments among the academic divisions.

# Academic Divisions...

## Moving Forward

1. English, Math, Communications, Languages, and Library
  2. Sciences
  3. Visual Arts, Behavioral and Social Sciences
  4. Health, Kinesiology, Athletics, and Performing Arts
  5. Workforce and Economic Development
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- ▣ Adjusting from six to five dean positions

# English, Math, Communications, Languages, and Library – Lynn Wright

- ▣ English
- ▣ ESL
- ▣ Multilingual English
- ▣ Math
- ▣ Computer Science
- ▣ Communication Studies
- ▣ College Initiatives
  - Basic Skills Initiative

Assistant Dean, David Bransky

- Librarians/Library
- LRC
- Library Asst.
- Proctoring
- Supplemental Instr.
- Tutorial Services
- Languages
- Evening Admin
- Offsite/VCSP

# Sciences – Dan Kumpf

- ▣ Anatomy
- ▣ Anat/Physiology
- ▣ Anthropology
- ▣ Biology
- ▣ Biotechnology
- ▣ Physiology
- ▣ Microbiology
- ▣ Agriculture
- ▣ GIS
- ▣ Chemistry
- ▣ Engineering
- ▣ Astronomy
- ▣ Physics
- ▣ Env Sci and Res Mgmt
- ▣ Ecology
- ▣ Geography
- ▣ Geology
- ▣ College Initiatives:
  - Equity
  - Negotiations

# Visual Arts, Behavioral and Social Sciences – Gwendolyn Huddleston

- ▣ Art
- ▣ Photography
- ▣ Economics
- ▣ History
- ▣ Political Science
- ▣ Am Ethnic Studies
- ▣ Chicano Studies
- ▣ Philosophy
- ▣ Sociology
- ▣ Human Services
- ▣ Psychology
- ▣ College Initiatives:
  - OEI/DE
  - Pathway to Law
  - ALAS



# Health, Kinesiology, Athletics, and Performing Arts – Will Cowen (interim)

- ▣ Health Education
- ▣ Intercollegiate Athletics
- ▣ Kinesiology
- ▣ Dance
- ▣ Music
- ▣ Theatre Arts
- ▣ College Initiatives
  - Community Education
  - Professional Development

# Workforce and Economic Development: Kathy Schrader

- ▣ Automotive
  - ▣ Business
  - ▣ Child Development
  - ▣ Criminal Justice
  - ▣ Diesel Technology
  - ▣ Emergency Med Tech
  - ▣ Health Sciences
  - ▣ Nursing
  - ▣ Paramedic
  
  - ▣ College Initiatives:
    - Perkins
    - VC Innovates and Career Pathways
- ▣ Assistant Dean Karen Engelsen
    - Applied Sciences, workplace essentials
    - Architecture
    - Construction Tech
    - Drafting
    - Manufacturing
    - Water Science
    - Welding
  
    - College Initiatives:
      - ▣ Non-Credit – CTE related
      - ▣ Contract Education

# Division Comparisons

	English, Math, Library	Sciences	Visual Arts, Social Sci	Heath, Kin, ICA, Perf Arts	Workforce and Econ Dev
CRN	299	190	199	150	209
Classified	14	6	5	10	15
FT Faculty	39	20	25	16	28
PT Faculty	95	58	73	72	120
Total Fac	134	78	98	88	148
	Asst Dean				Asst Dean

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# 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 6<sup>th</sup> 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 15<sup>th</sup>.
- ▣ Final version will be sent to the campus on April 18<sup>th</sup>.
- ▣ The planned implementation date for the new structure is July 1, 2016.

# Discussion

