

LOS MEDANOS
COLLEGE

Assessing LMC's Organizational Structure

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President

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Academic Senate Meeting

Organizational Structure Assessment

Evaluation of 2013 Administrative Reorganization

- ❖ Spring 2013 – proposed/vetted with College community
- ❖ May 2013 – approved by Governing Board
- ❖ 2013-14 – new structure implemented
- ❖ Was intended to strengthen the institution and best serve students by:
 - aligning operations
 - leveraging resources
 - expanding capacity to maximize performance

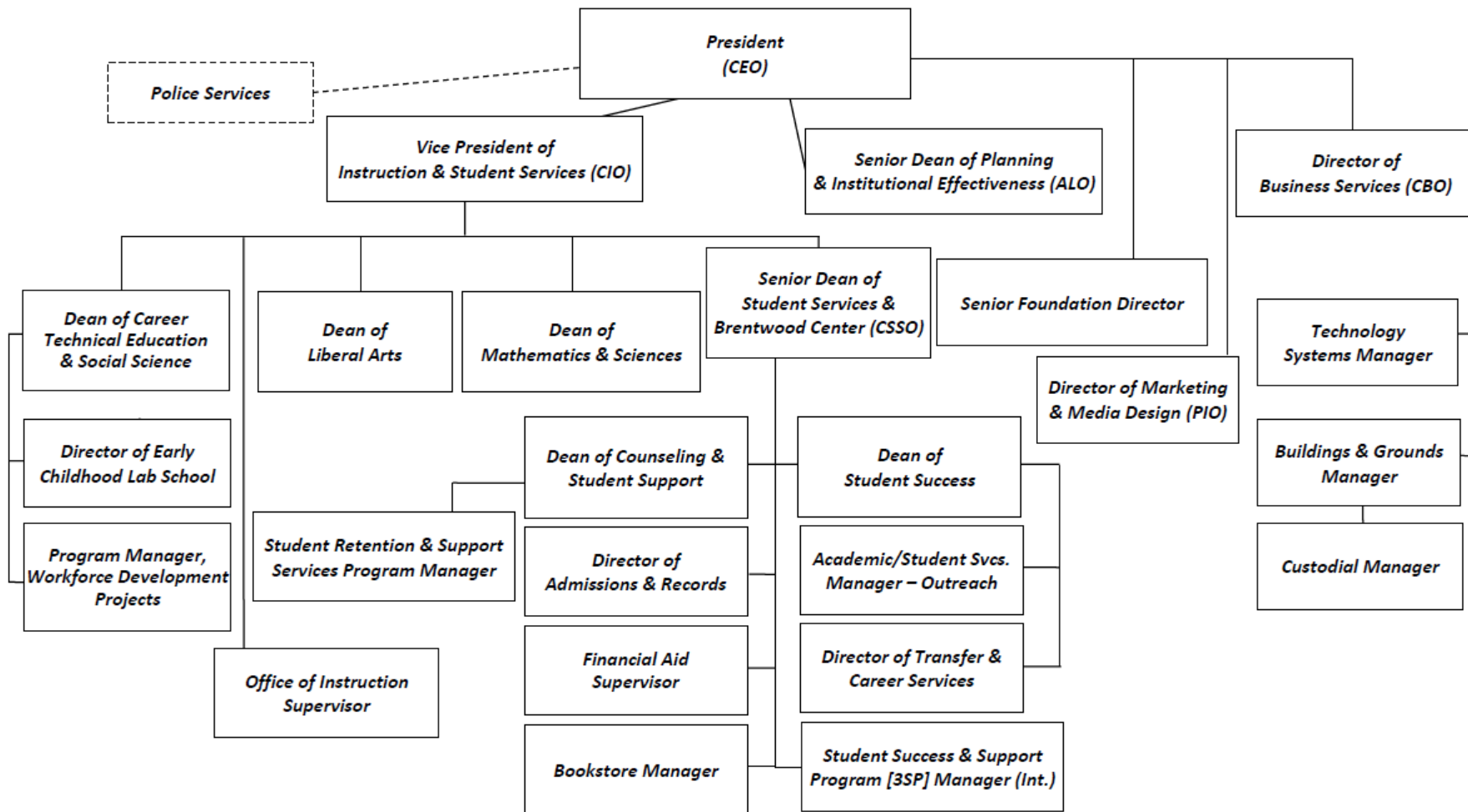
Organizational Structure Assessment

2013 Administrative Reorganization – Guiding Principles

- ❖ Emphasis on institutional needs and themes
- ❖ Design a structure that fosters creativity, capitalizes on synergies, and positions the College for responses to opportunities and challenges
- ❖ Maximize organizational capacity
- ❖ Identify efficiencies
- ❖ Determine areas of alignment
- ❖ Manage and streamline workflow to reduce redundancies and improve organizational performance
- ❖ Encourage cross-college collaboration to address issues and develop solutions
- ❖ Strive for holistic approach to operations and avoid “silo-effect”/fragmentation of services
- ❖ Maximize diminishing resources
- ❖ Enhance organizational effectiveness (accountability)
- ❖ Above all: support and promote student success

Current Organizational Structure

ADMINISTRATION



Organizational Structure Assessment

Seeking feedback from College community

- ❖ Has the new organizational structure resulted in improved
 - coordination/collaboration and reduction of silos?
 - service to and support for students?
 - effectiveness of programs, services, and/or the institution?
 - student success?

- Are functional responsibilities clearly aligned?

- Does the organizational structure provide for clear reporting lines, breadth/scope of responsibility, and layers of authority?