Assessing LMC’s Organizational Structure

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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
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
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?