

We Are Reorganizing Our College In Order To:

- Dramatically improve student access, success, and equity—increasing the college participation rate in our region--flipping our 4-year completion ratio from 15%/85% to 85%/15%--and eliminating all equity gaps.
- Make Guided Pathways *who we are* by building in and around our schools (and their programs of study)--integrating services within those schools so that students find in them their home and pathway family.
- Grow into a comprehensive college serving 20,000 annual students (now 13,957) with a fully developed, beautiful, well-maintained, and inspiring campus and physical plant;
- Establish and grow civic and business relationships as well as multiple non-state-dependent revenue streams, including a private-university-level endowment—all to secure stable and growing support and resources devoted to the ongoing creation of transformational opportunities for our students, community, region, state, and nation;

Some Principals Guiding Our Reorganization

- This Draft Organizational Chart represents only the changes that will be immediately implemented upon adoption of the reorganization plan.
- A Program Review version of the organization chart will preserve and maintain all future position vacancies and program additions. This Program Review version will be used in the annual prioritization process to aid the deliberations concerning new position priorities.
- Wherever possible, existing staff and management positions will be adapted to the needs of the reorganization rather than hire new positions.
- Schools will be supported by a dean, and deans will be supported by an administrative assistant.
- Vacancies that are funded and slated for hire have been labeled “Recruitment in Process”.
- Positions that change (reclassification) and have a fiscal impact are labeled in red “**Reclass**”.
- Any **red** font indicates a fiscal impact. *NOTE: If grant or categorical funds are used, there will be no general fund impact.*
- No staff member will be reclassified lower or be laid off as a result of this reorganization.
- No staff member will be moved to another supervisor without prior appropriate notification (per contract).
- No staff member will be reclassified up without additional appropriate compensation.

Position Needed Immediately Upon Adoption

Academic Affairs

- New Hire: FT Instructional Development Specialist. *Funding source for this position has not yet been determined.*
- New Hire: FT Administrative Assistant III (for Dean of Instruction SBSS and SA&H). *Funding source for this position has not yet been determined.*

Student Services

- Increase: 50% A&R Operations Assistant to 100% (for Admissions and Records). Funding source for this position has not yet been determined.
- Increase: 50% Administrative Assistant III to 100% (for Dean of Student Life). Funding source for this position has not yet been determined.
- Reclassify: Dean of A&R to Dean of Enrollment Services, which reflects the addition of Financial Aid as a direct report to Dean of A&R.
- New Position: DRC Director. This position will be paid for using international student fees, which the college began receiving this year (\$173K annually). The amount the college receives depends on the average number of international students enrolled at the college annually.

Strategic Development

- New Position: Interim Vice President of Strategic Development. Most of the Dean of Instruction CTE funding will be redirected to pay for DOI Fulbright's position, and grant indirect funds will be used to pay for the new position. These funds are only ongoing if current and new grants/revenue streams are maintained and added. This position will be required to pay for itself.
- JD Change: Associate Dean, CTE / NSF Project Director to Associate Dean of Grants Administration (categorically funded—no general fund impact).
- New Hire: FT Administrative Assistant IV (for Interim Vice President of Strategic Development). *Funding source for this position has not yet been determined.*

Business Services

- Reclassify: Director of Technology Services reclassified to Administrative Services Director, which will manage Financial Services and Technology.

Academic Affairs

Samuel Lee, Interim Vice President

Ana Molina, Admin Assistant IV

Nicole Brown, Instructional Programs Support Coordinator; Leonard Riley, Instructional Tech Specialist

Including: Catalog, Curriculum, Schedule, Accreditation (ALO)

Library & Learning Resources

Damon Nance, Dean
Sabrina Sepulveda, Admin Assistant III
Including: Distance Education, Online
Educational Resources, Professional
Development Center

Library

Miguel Castro, Library Tech Assistant II
Christopher Poole, Library Tech Assistant II
Faculty: Celia Brockenbrough LIB
Vivian Harris LIB

Learning Resource Center

Alberto Jimenez, Director
Including: Basic Skills Student Outcomes
Transformation (BSSOT)
Arezo Marashi, Supplemental Instruction
Coordinator
Daren Koch, Tutorial Services Technician
Cristina Rubio, Learning Center Assistant
Rosario Jimenez, Learning Center Assistant
Sydney Minter, Learning Center Assistant
Marianne Stefanous, Tutorial Services Clerk

School of Social & Behavioral Studies

Marshall Fulbright, Dean of Instruction
Vacant, Admin Assistant III (50%)
Including: Program Review Committee,
Professional Development Committee
Counselors: Maria Jurado, Lisa Martin

Department of Social & Behavioral Sciences

**Early Childhood Education, Economics,
History, Sociology**
Peter Boelman, Chair (CTA NC Vice
President)
Wendi Alcazar, Instructional Dept Specialist

Faculty: Maria Adams EAR
Sarah Burnett EAR
Peter Boelman ECO
Stephany Kyriakos HIS
Timothy Russell HIS (PDC Co-Chair)
Janet Hill SOC
Khalil Andacheh SOC

**Administration of Justice, Anthropology,
Political Science, Psychology**
Alexis Gray, Chair (Program Review Co-
Chair)
Wendi Alcazar, Instructional Dept Specialist

Sigrid Williams ADJ
Alexis Gray ANT
Courtney Buchanan ANT
Sandra Popiden POL
Kara Zamiska PSY (PDC Co-Chair)
Laura Adams PSY (Assessment Chair)

Guidance* (Instructional)

*See Student Services, Counseling, for
duplicate list. Counselors report to
Dean of Student Services and are also
part of the SBS Dept and School

John Moore, Chair
Cynthia Acosta, Counseling Clerk III
(Differential as Instructional Dept
Specialist)

Erin Spurbeck GUI
Kimberly Bell GUI DSPS Counselor/LD
Specialist

Amy Kramer GUI
David Payan GUI
Jethro Midgett GUI
John Moore GUI
Ladylyn Dominguez GUI
Lisa Martin GUI
Maria Jurado GUI
Marissa Iliscupidez GUI
Nicholas Franco GUI

School of Arts & Humanities

Marshall Fulbright, Dean of Instruction
Vacant, Admin Assistant III (50%)
Including: Next Phase Initiative (Academic),
Honors
Counselors: John Moore, Jethro Midgett

Department of Arts, Humanities & World Languages

**Art, French, Humanities, Japanese,
Philosophy, Photography, Spanish**
Quinton Bemiller, Chair (Art Gallery Director
& TLC Chair)
Yolanda Stanley, Instr Dept Specialist

Faculty: Megan Lindeman ART
Quinton Bemiller ART
Michael Bobo HUM
Jose Sentmanat PHI
Araceli Covarrubias SPA
Dominique Hitchcock SPA

Dance, Music, Music Industry Studies, Theater

Kim Kamerin, Chair
Yolanda Stanley, Instr Dept Specialist

Faculty: Kim Kamerin MUS
Brady Kerr MIS (Lead Title V Music
Industries)
Walter (Buck) Stevens THE

Communication Studies, ESL, Library, Reading

Ana-Marie Olaerts, Asst Chair
Yolanda Stanley, Instr Dept Specialist

Faculty: Ana Marie Olaerts COM (Honors
Coordinator)
Janice Muto COM
Mark Lewis COM
Margarita Shirinian ESL
Celia Brockenbrough LIB
Vivian Harris LIB
Mitzi Sloniger REA

English

Melissa Bader, Chair (Co-Chair APC, Co-
Chair ISPC, Chair of Chairs, Co-Chair
Completion Initiative Workgroup)
Yolanda Stanley, Instr Dept Specialist

Faculty: Ammanda Moore ENG
Andres Elizalde, ENG
Carol Miter ENG
Daniel Reade, ENG
David Mills ENG
Jessica Dobson, ENG
Kristine Anderson ENG
Lisa Nelson, ENG
Melissa Bader ENG
Natalie Morford ENG
Nicole Capps, ENG
Tami Comstock ENG

Writing Lab

Nicole Capps, Writing Lab Coordinator

Next Phase (Academic)

Recruitment in Progress, Director Inmate
Education

School of STEM

Jason Parks, Dean of Instruction
Elaina McDonald, Admin Assistant III (50%)
Vacant, Instructional Dept Specialist
Including: STEM Grant Acad Prog & Center,
Perkins (Academic)
Counselors: Erin Spurbeck, Ladylyn
Dominguez

Department of Mathematics

Mathematics
Robert Prior MAT, Co-Chair & Jeffrey Mulari
MAT, Co-Chair
Susan Lafferty, Instructional Dept Specialist

Faculty: Andy Robles MAT
Brian Johnson MAT
Elisa Chung MAT
Janet Frewing MAT
Jeffrey Mulari MAT
Jeffrey Warsinski MAT
Joseph DeGuzman MAT
Michael Curtis MAT
Robert Prior MAT
Stephen Park MAT

Department of Science & Kinesiology

**Anatomy & Physiology, Biology,
Chemistry, Geography, Health Science,
Kinesiology, Microbiology, Physical
Science, Physics**
Phu Tran, Chair
Susan Lafferty, Instructional Dept Specialist

Faculty: Charles Sternburg AMY
Peggy Campo AMY (Academic Senate
President)
Barbara Moore BIO
Monica Gutierrez BIO (CTA FT
Representative)
Teresa Friedrich Finnern BIO
Jody Tyler CHE
Stanley Tyler CHE
Virgil Lee CHE
Starlene Justice GEG
Timothy Wallstrom HES
Beverly Wimer KIN
Suzanne Witmer KIN
Phu Tran PHY

Gary Tsubota, Lab Tech II
Jeffrey Julius, Lab Tech II
Raquel Bryant, Lab Tech II
Polly Johnson, Lab Tech II

STEM Title III Grant

Jason Parks, Director, Title III STEM Grant
Patricia Gill, STEM Services Developer
Kasey Boyer, Outreach Specialist
Recruitment in Progress, Student Success
Coach, STEM
Recruitment in Progress, Grants Admin
Specialist

School of Business & Management

Jason Parks, Dean of Instruction
Elaina McDonald, Admin Asst III (50%)
Christina Fierro-Nishkian, Admin Asst I (PT)
Including: Enrollment Management, Strong
Workforce Regional Consortium
Counselors: Marissa Iliscupidez, David
Payan

Department of Business, Engineering, & Information Technology

**Accounting, Business Administration, Real
Estate Management, Work Experience**
Patty Worsham BUS, Chair
Wendi Alcazar, Instructional Department
Specialist

Faculty: Patricia Worsham BUS
Gail Zwart BUS
Rex Beck BUS
Thomas Wagner BUS (DE Committee Chair)

Department of Business, Engineering, & Information Technology

(School of STEM)
**Architecture, Construction Technology,
Electronics & Electrician, Engineering,
Manufacturing Technology, Supply Chain
Technology**

Wendi Alcazar, Instructional Dept Specialist
Recruitment in Progress, CTE Lab Tech II

**Computer Applications, Computer
Information Systems, Computer Science,
Game Development**

Gail Zwart BUS, Chair
Susan Lafferty, Instructional Department
Specialist

Faculty: Catherine Brotherton CIS
John Coverdale CIS
Judy Perry CIS
James Thomas CON
Glen Graham ELE
Jerry Sommerville ENE
Paul Van Hulle MAN
James Finley GAM

Computer Information Systems Lab

Gail Zwart, Coordinator

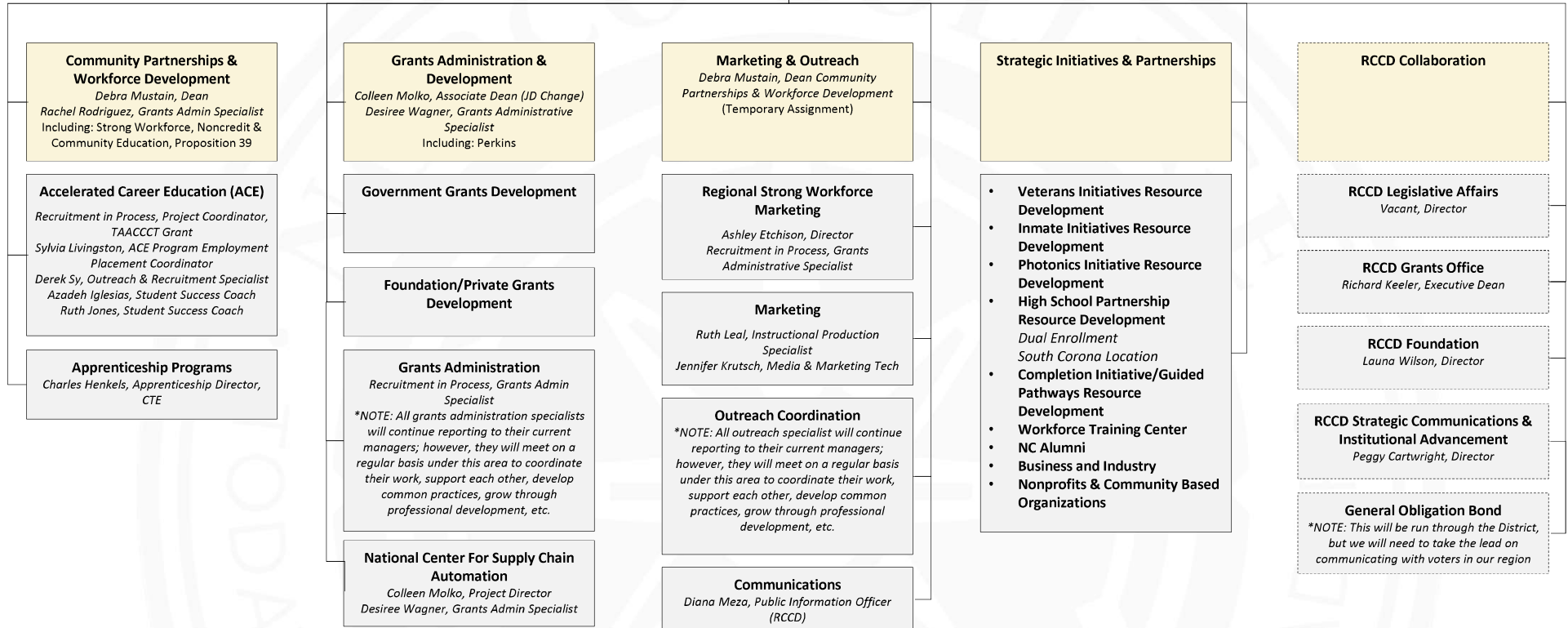
Institutional Effectiveness, Research & Planning

Greg Aycok, Dean
Debra Karrer, Admin Asst II
(Subbing as Admin III)
Including: Assessment Committee, Strategic
Planning, Basic Skills Initiative

Institutional Effectiveness & Research

Cynthia Gundersen, Institutional Research
Specialist
Brandon Owashi, Institutional Research
Specialist
Caitlin Welch, Institutional Research
Specialist

Strategic Development
Vacant, Interim Vice President
Kevin Fleming, Dean of Instruction (Differential)
Vacant, Admin Assistant IV



OUTREACH NOTE: *Outreach specialist reporting to various areas on campus include: Crystal Slininger, Outreach & Recruitment Services Specialist; Zachary Emorey, Outreach and Recruitment Services Specialist; Adriana Catalan, Outreach Specialist; Kasey Boyer, Outreach Specialist; Darek Sy, Outreach Specialist; Desiree Rivera, Upward Bound Outreach Specialist; Claudia Garcia, Upward Bound Outreach Specialist; Gabriela Ramirez, Upward Bound Outreach Specialist