

## **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.

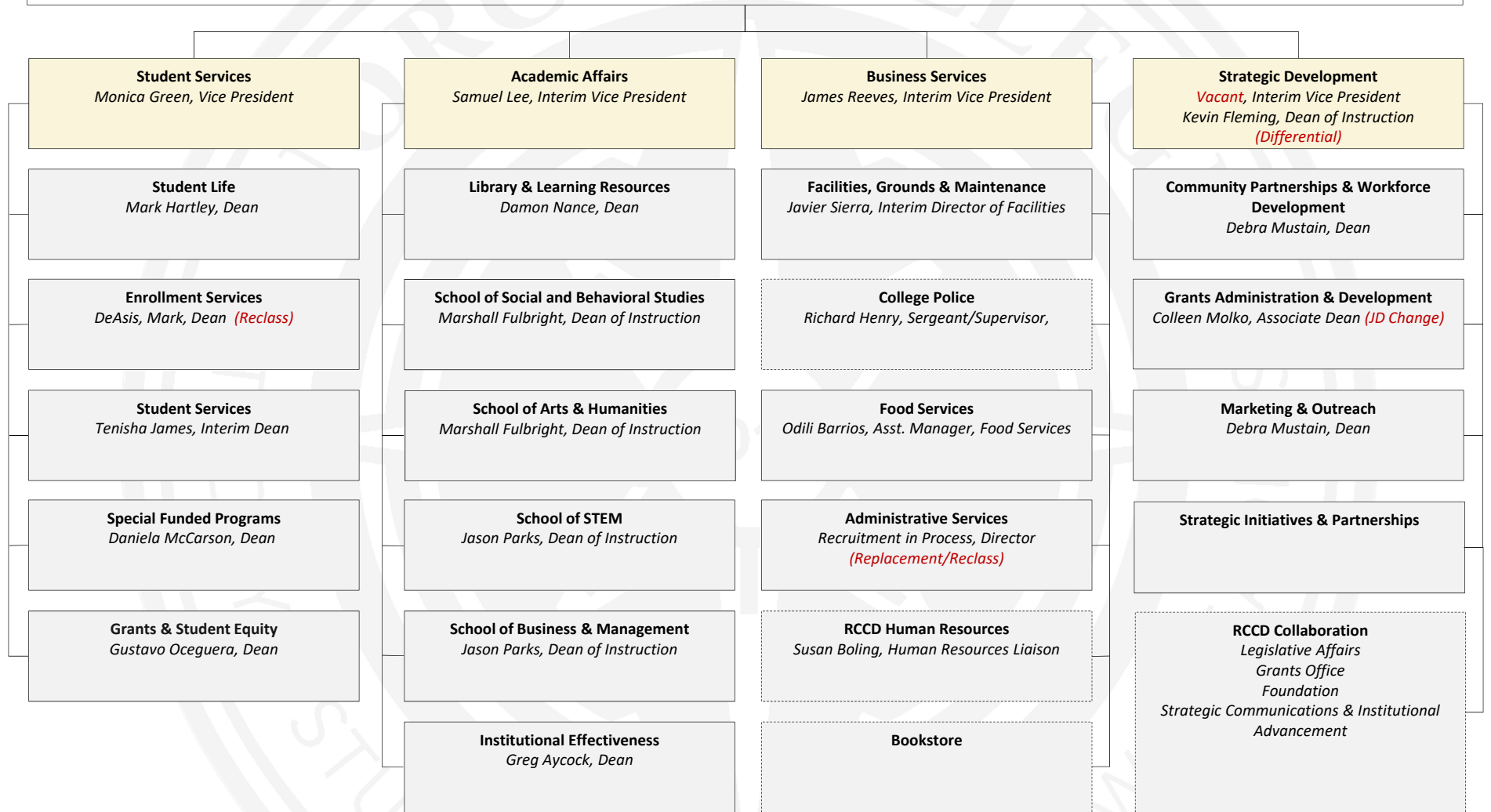
### **Strategic Development**

- 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.

**Norco College**  
Bryan Reece, President





**Student Services**  
**Monica Green, Vice President**  
**Tanya Wilson, Admin Assistant IV**  
Including: Completion Initiative & Guided Pathways

<div> <b>Student Life</b>  Mark Hartley, Dean  Angel Lizardi, Admin. Assistant III (PT to FT)  Including: ASNC, Athletic Director, Student Conduct, Student Employment/Ambassadors, CARE Network </div> <div> <b>Student Activities</b>  Edwin Romero, Coordinator of Student Activities  <div>Associated Students Norco College</div> </div> <div> <b>Competitive Athletics</b>  Kaytlyn Contreras, Head Athletic Trainer (Short Term Position) </div> <div> <b>Career Center</b>  David Schlanger, Career Center Director </div> <div> <b>Student Employment</b>  Carmen Parra, Student Employment Personnel Specialist </div> <div> <b>Health Services</b>  Lisa McAllister Director, Health Services  Monique Rodriguez, Medical Office Receptionist (PT)  Recruitment in Process, College Nurse (PT) </div>	<div> <b>Enrollment Services</b>  DeAsis, Mark, Dean (Reclass)  Cecilia Ramirez, Admin Assistant III  Including: Enrollment Management A&amp;R, Concurrent Enrollment </div> <div> <b>A&amp;R Operations</b>  Alex Zuniga, Application Support Tech  Lauren Agamaite, A&amp;R Operations Assistant  Rochelle Cook, A&amp;R Operations Assistant (PT to FT)  Shadon Sanders, A&amp;R Operations Assistant  Cassandra Spinks-Gilbert, Student Services Specialist (PT)  Shazna Uduman, Student Services Specialist  Vanessa Acosta, Student Services Specialist </div> <div> <b>Evaluations</b>  Janelle Brekke, Academic Evaluations Specialist  Jeanne Darnell-Wallace, Academic Evaluations Specialist  Pamela Kollar, Academic Evaluations Specialist </div> <div> <b>Student Financial Services</b>  Maria Gonzalez, Director  Sheri Cologgi, Admin Assistant II  Lorena Valencia, Student Financial Services Officer  Leticia Martinez, Student Financial Services Analyst  Anthony Becerra, Student Financial Services Analyst  Angela Grimsby, Customer Service Clerk (PT)  Peter Cruz, Customer Service Clerk (PT) </div> <div> <b>High School Programs &amp; CREST</b>  Including: Dual Enrollment Initiative, JFK Middle College HS, CREST Grant  Maureen Sinclair, Director  Roxana Perez, Grants Administrative Specialist  Crystal Slininger, Outreach &amp; Recruitment Services Specialist  Daniel Landin, Educational Advisor </div> <div> <b>College Reception</b>  Angela Aguilar, College Receptionist-Eve  Recruitment in Process, College Receptionist-Day </div> <div> <b>Veteran's Resource Center</b>  Lorenzo Harmon III, Director  Zachary Emorey, Outreach and Recruitment Services Specialist  Eric Betancourt, Veterans Services Specialist </div>	<div> <b>Student Services</b>  Tenisha James, Interim Dean  Monica Esparza, Admin Assistant III  Including: Counseling/Counseling IOI (FT/PT), Student Success and Support Program </div> <div> <b>Counseling</b>  <b>School of Arts &amp; Humanities</b>  John Moore, Counselor (Chair GUI)  Jethro Midgett, Counselor (Career Center)  <b>School of Social &amp; Behavioral Studies</b>  Maria Jurado, Counselor (Puente)  Lisa Martin, Counselor (CCAP)  <b>School of Business &amp; Management</b>  Marissa Iliscupidez, Counselor (Honors)  David Payan, Counselor  <b>School of STEM</b>  Erin Spurbeck, Counselor (JFK)  Ladylyn Dominguez, Counselor (BSI)  Nicholas Franco, Counselor (Articulation)  Amy Kramer, Counselor (EOPS/CARE)  Cynthia Acosta, Counseling Clerk III (Instructional Development Specialist-Differential)  Patti Brusca, SSSP Assistant  Monica Huizar, Educational Advisor  Daniel Grajeda, Counseling Clerk II  Gilberto Deleon, Counseling Clerk II  Cassandra Flores, Counseling Clerk II (Career Center)  Recruitment in Process, Counseling Clerk II  Recruitment in Process, Educational Advisors  Recruitment in Process, Educational Advisors </div> <div> <b>Disability Resource Center</b>  Vacant, Director  Kimberly Bell, DSPS Counselor/LD Specialist  Katie Arnhart, Senior Interpreter (PT)  Leona Crawford, Disability Specialist  Matthew Allen, Disability Tech Specialist  Michael Lopez, Support Services Specialist Aide </div> <div> <b>Transfer Center</b>  Natalie Aceves, Educational Advisor </div> <div> <b>Puente</b>  Maria Jurado, Counselor (Puente) </div> <div> <b>Umoja</b>  Anita Bailey, Student Success Coach  Recruitment in Process, Couns Coord (Umoja) </div> <div> <b>Assessment and Placement</b>  Lilia Garcia, Placement Coordinator  Stephanie Olguin, Learning Center Assistant (PT-ESA Differential)  Recruitment in Process, Enrollment Services Assistant (PT) </div>	<div> <b>Special Funded Programs</b>  Daniela McCarson, Dean  Gabriela Cortez, Admin Assistant II  Including: CalWORKs, Summer Advantage </div> <div> <b>TRiO Upward Bound</b>  Eva Amezola, Director, Upward Bound  Miriam Carrillo, Assistant Director, Upward Bound  Victoria Orozco, Admin Assistant I (PT)  Desiree Rivera, Outreach Specialist  Claudia Garcia, Outreach Specialist  Gabriela Ramirez, Outreach Specialist </div> <div> <b>CalWORKs</b> </div> <div> <b>Outreach/Summer Advantage</b>  Adriana Catalan, Outreach Specialist </div> <div> <b>TRiO SSS/RISE</b>  Hortencia Cuevas, Program Director  Recruitment in Process, Student Success Coach  Recruitment in Process, Grants Admin Specialist (PT) </div> <div> <b>Adult Ed Block Grant Advisement</b>  Rosalina Hernandez, Education Advisor (AEBG) (PT) </div>	<div> <b>Grants &amp; Student Equity Initiatives</b>  Gustavo Ocegueda, Dean  Bernice Delgado, Grants Admin Specialist  Including: EOPS/CARE Director, Foster Youth, Integrated Plan (SSSP, BSI, Equity), First Year Experience, Unity Zone </div> <div> <b>EOPS/CARE</b>  Tabitha Johnson, Admin Assistant II  Steven Gonzales, Educational Advisor </div> <div> <b>Title V Transfer Pathways</b>  Patricia Sanchez, Accounting Services Clerk (50% Title V 50% Business Services) </div> <div> <b>Student Equity &amp; Foster Youth</b>  Justin Mendez, Student Success Coach </div>
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**COUNSELING NOTE:** Counselors listed under Schools and reporting line not necessarily in the area served; Counselors cross listed in Academic Affairs under Guidance.

**Business Services**  
James Reeves, Interim Vice President  
Monique Franklin Pierce, Admin Assistant IV  
Misty Cheatham, Financial & Technical Analyst  
Including: Finance & Administration

**Facilities, Maintenance & Operations**  
Javier Sierra, Interim Director  
Tricia Hodawanus, Facilities Administrative  
& Utilization Specialist

**Maintenance**

Alejandro Aldasoro, Maintenance Mechanic  
(General)  
Arthur Yalong, Maintenance Mechanic  
(General)  
Jeff Buch, Maintenance Mechanic (General)  
Victor Goldbaum, Maintenance Mechanic

**Grounds**

James McMahon, Grounds Supervisor  
Victor Chavira, Grounds Person  
Hector Ramirez, Grounds Person  
Recruitment in Process, Athletic Field  
Caretaker  
Recruitment in Process, Sprinkler Repair  
Person

**Custodial Services**

Deon Stowers, Custodial Manager  
Edwin Villalobos, Custodian  
Martin Villa, Custodian  
Ray Vasquez, Custodian  
Howard Tomita, Custodian  
Randy Burroughs, Custodian  
Colleen Norgard, Custodian  
William Brown II, Custodian  
Travonne Bell, Custodian  
Recruitment in Process, Custodian

**Warehouse**

Adam Lyter, Warehouse Assistant

**College Police**

Richard Henry, Sergeant/Supervisor

**Safety & Police**

Officer Arlen Verdehyou  
Officer Steve Vaipulu  
Officer Jim Rossum  
Corporal James Beckham  
Corporal Angelo Jackson  
Reserve Officer(s)  
Recruitment in Process, College Service  
Attendant  
Recruitment in Process, College Service  
Attendant  
Michael Ochoa, College Service Attendant

**Food Services**

Odili Barrios, Asst. Manager

**Food Services**

Charise Allingham, Food Service III  
Susan Bell, Food Service IV  
Norma Casas, Food Service III

**Administrative Services**

Recruitment in Process, Director  
(Replacement/Reclass)  
Patricia Sanchez, Accounting Services Clerk  
(50% + 50% TBA)

**Technology Support Services**

Michael Angeles, Information Technology  
Analyst  
Ricardo Aguilera, Information Technology  
Analyst  
Recruitment in Process, Computer  
Technician (50%)

**Instructional Media Center**

Daniel Lambros, Instructional  
Media/Broadcast Tech  
Salvador Herrera, Instructional Media  
Assistant

**Cashier's Services**

Alicia Montemayor, Student Services  
Technician  
Recruitment in Process, Student Account  
Specialist

**College Resource Center**

Kevin Du, Support Center Tech (PT)  
Donna Dery, Support Center Tech (FT)

**Safety and Emergency Preparedness**

Justin Czerniak, College Safety and  
Emergency Planning Coordinator

Note: This position has a new level of  
importance given the national atmosphere  
around school-related violence. Q: Should it  
continue reporting to Facilities,  
Maintenance & Operations? Should it  
report to the College Police? Should it report  
directly to the VP?

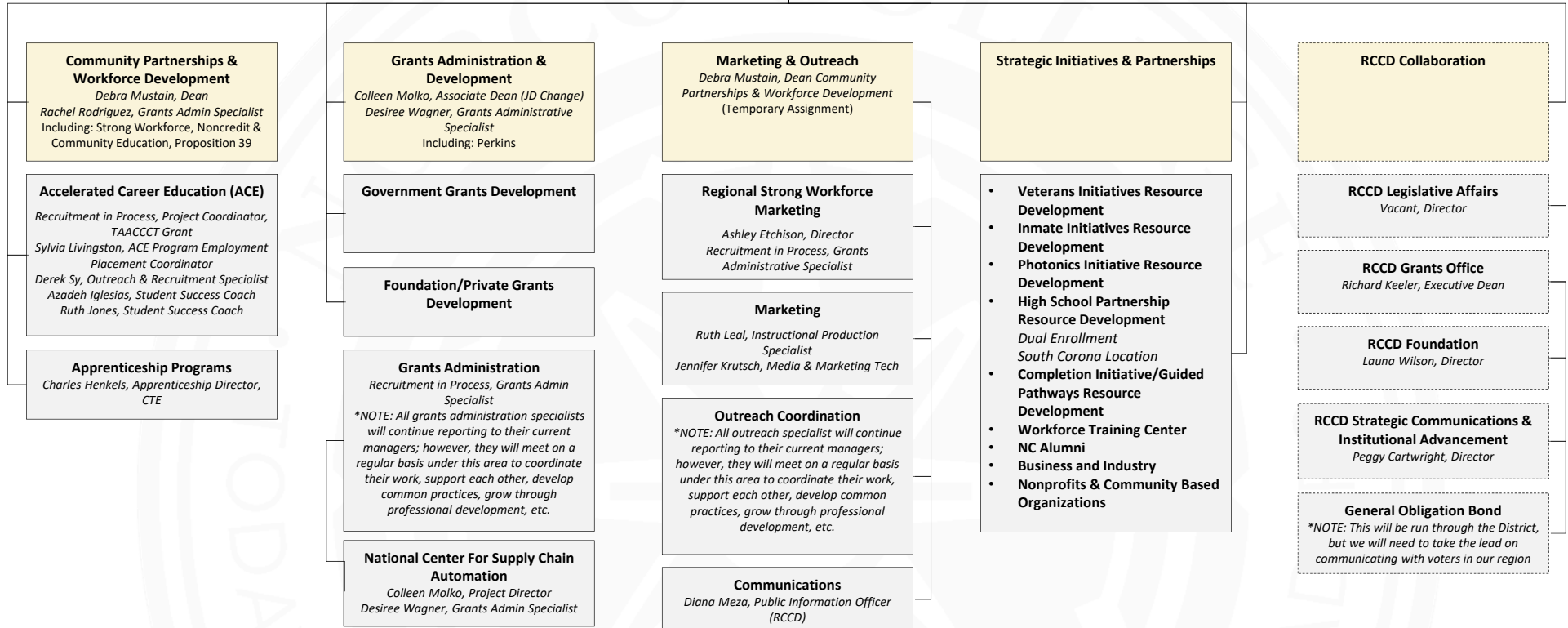
**Human Resources**

Susan Boling, Human Resources Liaison

**Bookstore**



**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