STUDENT SERVICES REORGANIZATION

Academic Senate
9/06/17

Pedro Avila
Vice President, Student Services

Goals of Student Services Reorganization

1. Meet budget reduction target of $640,708.
2. Protect core structure of student services.
3. Avoid employee layoffs and salary reductions.
4. Restructure operations for efficiency, responsiveness and focus.

About the Process

May 26 – Budget reduction targets were established

- May 30 – VPSS email to Student Services Council requesting input from all.
- June 7 – Preliminary discussion on budget reduction strategies at Student Services Cabinet.
- **June 7 – Budget update to Student Services Council**
- June 15 – Special Student Services Cabinet meeting to finalize budget reduction strategies
- **June 21 - Special Student Services Council budget meeting**
- June 28 – Vice Presidents identified budget reductions strategies
- **June 29 – Met with senate and union presidents to share details of reorganization**
- **July 13 – Presentation at Student Services Council retreat**
- **August 4 – Meeting with faculty involved with equity initiatives**
- **August 5 – Presentation to classified senate**
- **August 28 – Presentation to counseling department**
- **September 6 – Presentation to Academic Senate**
- **September 7 – Open presentation to all faculty**
- **September 12 – Board Presentation**

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About the Reorganization Process

Title 5 section 53021

According to this section of title 5, recruitment for a position is not required when:

There is a **reorganization** that **does not result in a net increase** in the number of employees

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Summary of Reorganization

Vacant Positions Reorganized
1. Financial Aid Manager (Retirement - Lynn McMullin)
2. Senior Dean, Student Services Programs (Retirement - Marty Lee)
3. Senior Dean, Student Conduct & Special Programs, Disability Resources (Future Retirement - Patie Wegman)
4. Director, EOPS (Vacant – Inez Barragan)

Original Position	Reorganization	Additional Responsibility/Scope
Manager, Scholarship **(Rachael Cutcher)**	Manager, Student Financial Services	Consolidated Financial Aid Manager and Scholarship Manager responsibilities.
Manager, Access for Students with Disabilities **(Kim Starke)**	Dean, Disabled Student Programs & Services	Managing day-to-day operations and supervision of DRD staff and services.
Dean, Student Success & Equity and Retention **(Li Collier)**	Sr. Dean, Counseling & Student Success	Supervision of Counseling Department, Transfer Center, and Articulation.
Director, Career Development/CalWorks **(Lily Hunnemeder-Bergfelt)**	Dean, Student Support Programs	Supervision of EOPS/CARE/CAYFES, Foster Youth (Bear Cub Scholars Program).
Dean, Student Affairs and Engagement Programs **(Robert Ethington)**	Senior Dean of Students	Student discipline, Student Equity, and future oversight of the Intercultural Center.
Director, Student Equity **(Genevieve Bertone)**	Director, Student Equity and Persistence	Supervision of Student Success Coaches, learning communities, and responsible for student persistence initiatives.
Manager, Student Affairs **(Hilleary Zarate)**	Manager, Student Life & Engagement Programs	Student Grievance Officer, and oversight of student government.
Director, EOPS **(Vacant)**	Manager, EOPS (TBD)	Managing day-to-day operations and supervision of EOPS classified staff.

Student Services Dean Structure

Current	Reorganization
1. Dean, Student Success & Equity and Retention (Li Collier)	1. Senior *Dean, Counseling & Student Success* (Li Collier)
2. Dean, Student Affairs and Engagement Programs (Robert Ethington)	*2. Senior Dean of Students* (Robert Ethington)
3. Dean, Admissions, Records, & Enrollment Management (Freyja Pereira)	3. Dean, Admissions, Records, & Enrollment Management (Freyja Pereira)
4. Senior Dean, Student Conduct & Special Programs, Disability Resources (Patie Wegman)	*4. Dean, Disabled Student Programs & Services* (Kim Starke)
5. Senior Dean, Student Services Programs (Marty Lee)	*5. Dean, Student Support Programs* (Lily Hunnemeder-Bergfelt)
6. Petaluma Dean, Student Services (Matthew Long)	6. Petaluma Dean, Student Services (Matthew Long)

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