

From: Mary Spilde
To: LCC Employees
Date: 10/24/2007 8:34 PM
Subject: Management Structure

Dear Colleagues,

Last year I developed a management transition plan for the 2007-08 year with the intention of bringing together a task force this year to develop options/recommendations for a structure that best serves the needs of the college.

The current structure was approved by the Board of Education in 2000-01. Due to budget constraints the structure was not fully implemented until 2005-06. Given two years' experience with the structure, the number of management retirement and vacancies, and the changing needs of the college, I believe it is advisable to review the structure, and, if necessary, make changes to align the structure with the current needs of the college. Developing the plan now while we have vacancies gives us a reasonable measure of flexibility. Also, as we make decisions about which positions should be filled I want to make sure we are in alignment with an overall plan for the structure.

I will be appointing the task force within the next week. Stakeholder groups (LCCEF, LCCEA, ASLCC, MSC) will have the opportunity to appoint representatives to the task force. I will be asking for the task force work to be completed by the end of January to align with the 2009 budget development process. Ultimately, the board is responsible for approving the organizational structure of the college.

I will plan on an eighteen month implementation schedule. Some of the positions may be filled for the next academic year but some may be delayed. The reason for the long period is primarily financial as we still have challenges in the 2008-09 budget. Hopefully, by July 2009 we will be able to fully implement the structure.

I will be asking the Task Force to provide an opportunity for the college community to engage with the work.

If you have questions about this, please let me know.

Thanks. Mary.