

10/6/2008

## De Anza College Restructuring

You will notice two reclassifications of administrator positions to associate vice president for the Board agenda on Monday. These changes are necessary to more effectively respond to the needs of students and were carefully considered in lieu of additional vice president positions. This does not increase the number of administrators at De Anza but rather reflects the level of college-wide responsibility and breadth of duties the reclassified positions encompass.

De Anza is implementing changes to improve the effectiveness of its organization and to recognize the work being performed by the incumbents in the positions. The reclassification of Dean of Academic Services to Associate Vice-President of Instruction is a result of 1) the dean of Library Services being redefined and expanded to include the Student Success Center and Distance Learning in order to provide additional emphasis on the needs of basic skills and associated support services, 2) the shift of the dean of Community Education from the Vice-President to the Associate Vice-President, and 3) the duties performed on a daily basis, such as the oversight of the Institute for Community and Civic Engagement.

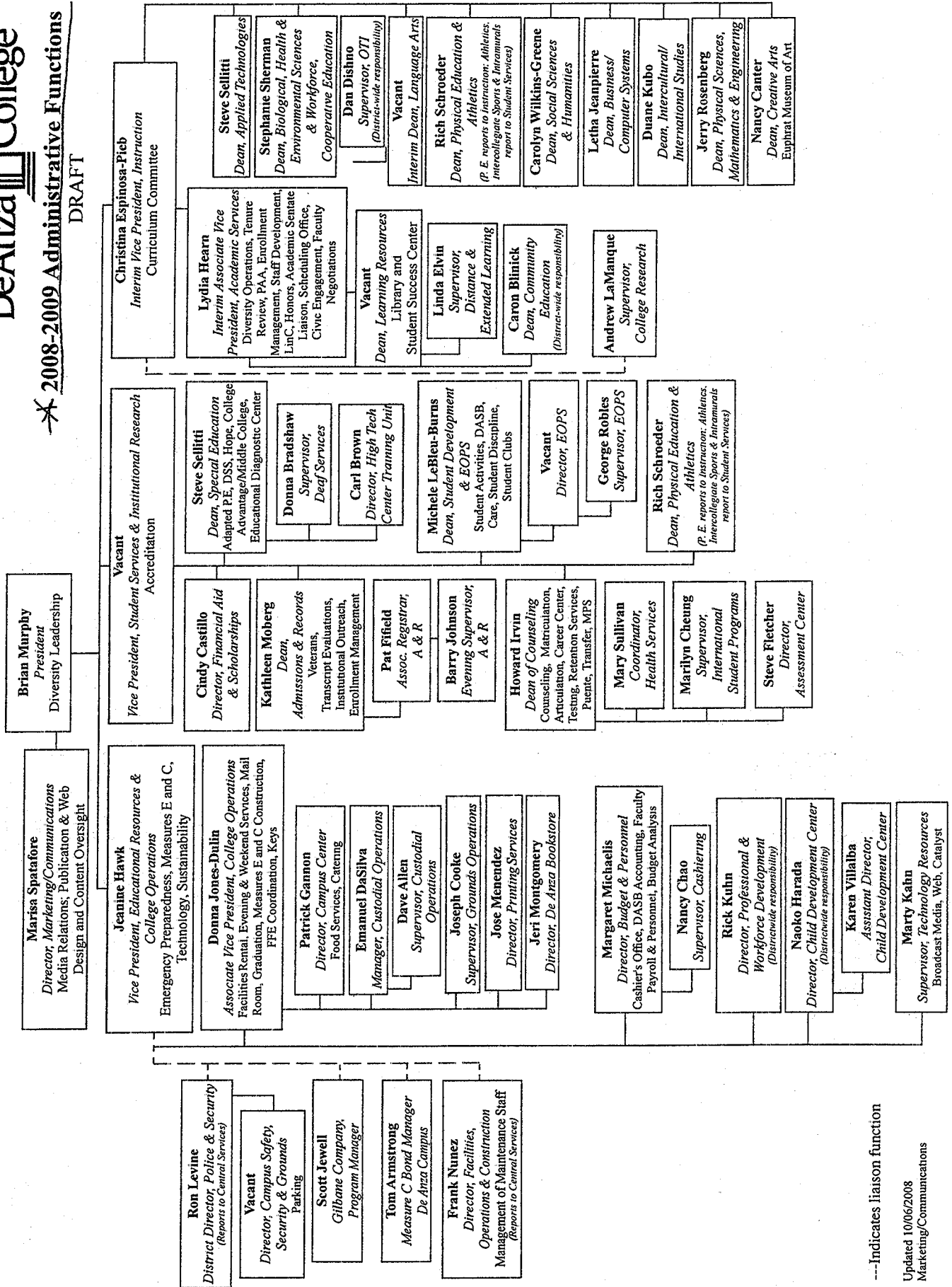
Finance & College Services has been renamed to Educational Resources & College Operations to more accurately reflect the broad services and programs delivered to students, employers, and the community.

The designation of the new Associate Vice-President for College Operations recognizes the breadth of bond management, direction and oversight that is an enormous component of the reclassified position. With the advent of Measure C, there are new duties including bond furniture, fixture, equipment and technology coordination. Also, the position is taking on the oversight of Bookstore operations.

AVP Reclassification Cost  
Level J to Level K  
Cost per year - \$6,774.24/per position  
Total cost per year - \$13,548.48

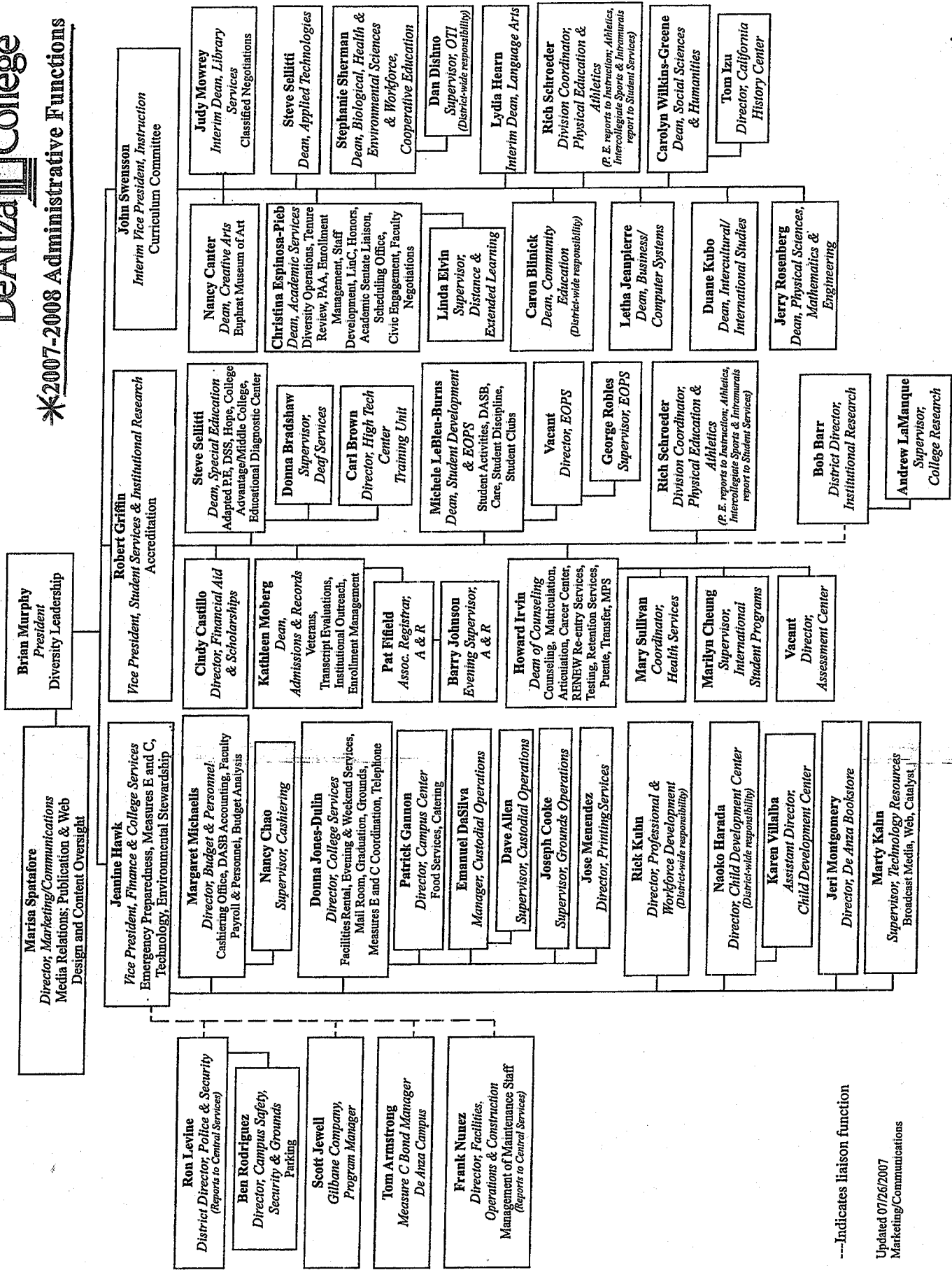
## 2008-2009 Administrative Functions

DRAFT



---Indicates liaison function

Updated 10/06/2008  
Marketing/Communications



---Indicates liaison function