

# Review of Educational Services Organizational Structures

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## Background:

A request was made to [District Consultation Council](#) from Chancellor Christian, Vice Chancellor Means and Associate Vice Chancellor Gerald pertaining to the structure of KCCD's Educational Services organizational structure.

## Approach:

The following community college districts were identified as comparable in size and scope to KCCD.

- Los Angeles Community College District
- Los Rios Community College District
- San Diego Community College District, and
- Riverside Community College District

Additionally, a review of the CCCC organizational structure was conducted to generate additional suggestions. The structure of these districts was reviewed to generate recommendations for KCCD.

## Observations:

While each community college district (and the CCCC) contained some variability in their organizational structures, likely to accommodate unique needs of each entity, a few commonalities emerged:

- *Size and Breadth of Chancellor's Cabinet:* Each of the community college districts has a more robust team of leaders supporting their respective Chancellors, including Deputy Chancellors (LACCD, Los Rios, and CCCC), Executive Vice Chancellors, Vice Chancellors, Associate/Assistant Vice Chancellors, Deans and Administrative, Research and/or Program Analysts.
  - The CCCC is composed of nine (9) divisions led by a Deputy Chancellor, Executive Vice Chancellor, Vice Chancellors, Assistant Vice Chancellors, Deans, and a General Counsel.
- *Specialization of Chancellor's Cabinet:* Each of the community college districts and the CCCC divisions were led by a specialist overseeing the division or initiatives, such as:
  - Educational Services and Support
  - Workforce and Economic Development
  - Finance, Business Services and Facilities
  - Digital Innovation, Information Technologies, and Learning Infrastructures
  - Human Resources and Employee Relations
  - Government Relations
  - Institutional Research, Accreditation, Institutional Effectiveness and Strategic Planning
  - Enrollment Management
  - General Counsel
  - Internal Operations
  - Communications, Marketing and Public Relations
  - Institutional Advancement, Foundation and Resource Development

## Recommendations:

- Expanding the size and breadth of the KCCD Chancellor's cabinet to include specialized cabinet members including:
  - Deputy Chancellor (similar to CCCC, LACCD and Los Rios) and/or Executive Vice Chancellor (CCCC and SDCCD)
  - Vice Chancellor for Educational Services
  - Vice Chancellor for Workforce and Economic Development (similar to CCCC and Riverside)

- Specialized Associate Vice Chancellors and/or Deans to operationalize, centralize and advance district wide priorities, including:
  - Associate Vice Chancellor for Student Affairs/Services
  - Associate Vice Chancellor for Enrollment Management
  - Dean of Online Learning