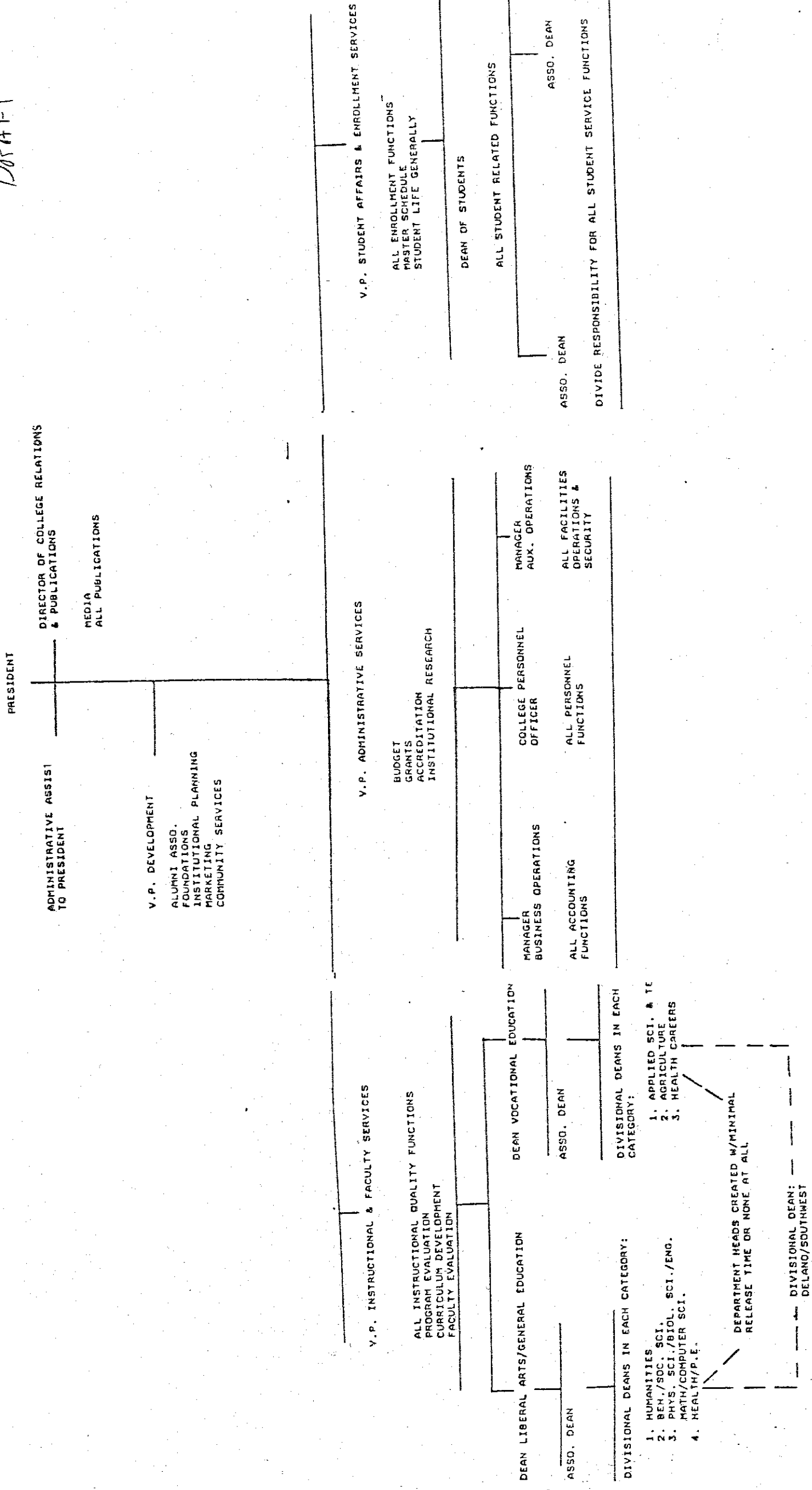


ASSUMPTIONS UNDERLYING A STUDY OF THE ORGANIZATIONAL STRUCTURE

1. The major determinants of institutional success are student access and high quality instructional programs.
2. Nobody will lose their job due to any reorganization that might occur.
3. The College has the ability to reallocate resources internally.
4. All employment at Bakersfield College will be based on a 40-hour work week.
5. Existing administrators may be assigned different duties and responsibilities as a result of this study.
6. Additional administrative positions may result from this study, and in most cases any new slots could be filled from within the existing staff.
7. The next five years will result in a number of significant changes:
 - a. Increased enrollment
 - b. Increased state control
 - c. High staff retirement cycle
8. Operating budgets will continue to be tight/categorical, and pressure for program accountability and evaluation will increase due to the competition for resources and compliance to state mandates.
9. An aging main campus will demand more resources in renovation, repair, and regular maintenance.
10. It is probable that a site and facility in Southwest Bakersfield will need to be acquired and constructed in the next decade.
11. Quality staff will continue to be available if competitive salaries are provided along with adequate instructional supplies and equipment.
12. Criteria can be developed by which various organizational structures can be evaluated.

DRAFT



PRESIDENT

ADMINISTRATIVE ASSISTANT TO PRESIDENT
 DIRECTOR OF COLLEGE RELATIONS & PUBLICATIONS

MEDIA PUBLICATIONS

V.P. DEVELOPMENT
 ALUMNI ASSO. FOUNDATIONS
 INSTITUTIONAL PLANNING
 MARKETING
 COMMUNITY SERVICES

V.P. ADMINISTRATIVE SERVICES
 BUDGET
 GRANTS
 ACCREDITATION
 INSTITUTIONAL RESEARCH

V.P. STUDENT AFFAIRS & ENROLLMENT SERVICES
 ALL ENROLLMENT FUNCTIONS
 MASTER SCHEDULE
 STUDENT LIFE GENERALLY

DEAN LIBERAL ARTS/GENERAL EDUCATION
 ASSO. DEAN

DEAN VOCATIONAL EDUCATION
 ASSO. DEAN

DIVISIONAL DEANS IN EACH CATEGORY:
 1. HUMANITIES
 2. BEN./SOC. SCI.
 3. PHYS. SCI./BIOL. SCI./ENG. MATH/COMPUTER SCI.
 4. HEALTH/P.E.

DEPARTMENT HEADS CREATED W/MINIMAL RELEASE TIME OR NONE AT ALL

DIVISIONAL DEAN: DELAND/SOUTHWEST

MANAGER BUSINESS OPERATIONS
 ALL ACCOUNTING FUNCTIONS

COLLEGE PERSONNEL OFFICER
 ALL PERSONNEL FUNCTIONS

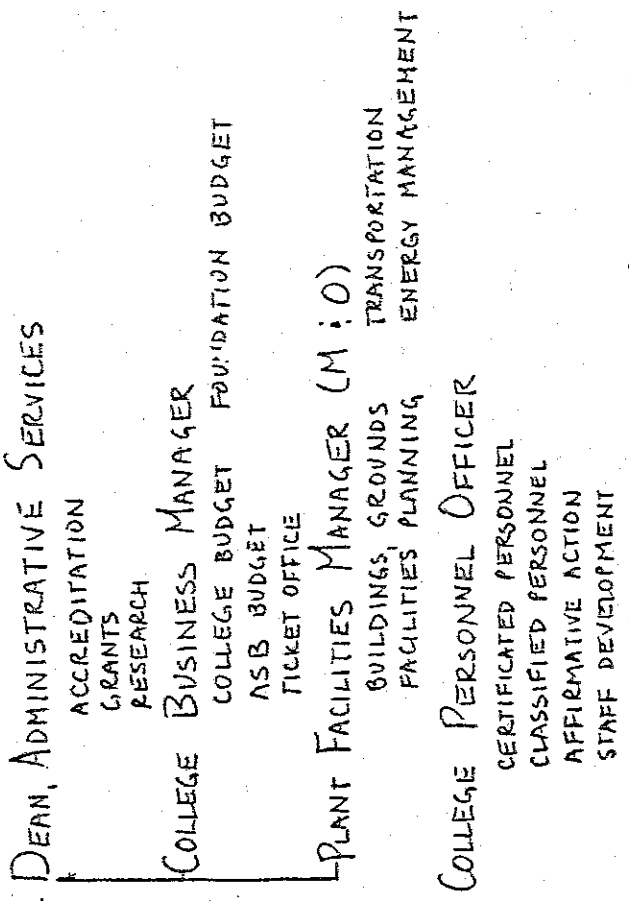
MANAGER AUX. OPERATIONS
 ALL FACILITIES OPERATIONS & SECURITY

DEAN OF STUDENTS
 ALL STUDENT RELATED FUNCTIONS

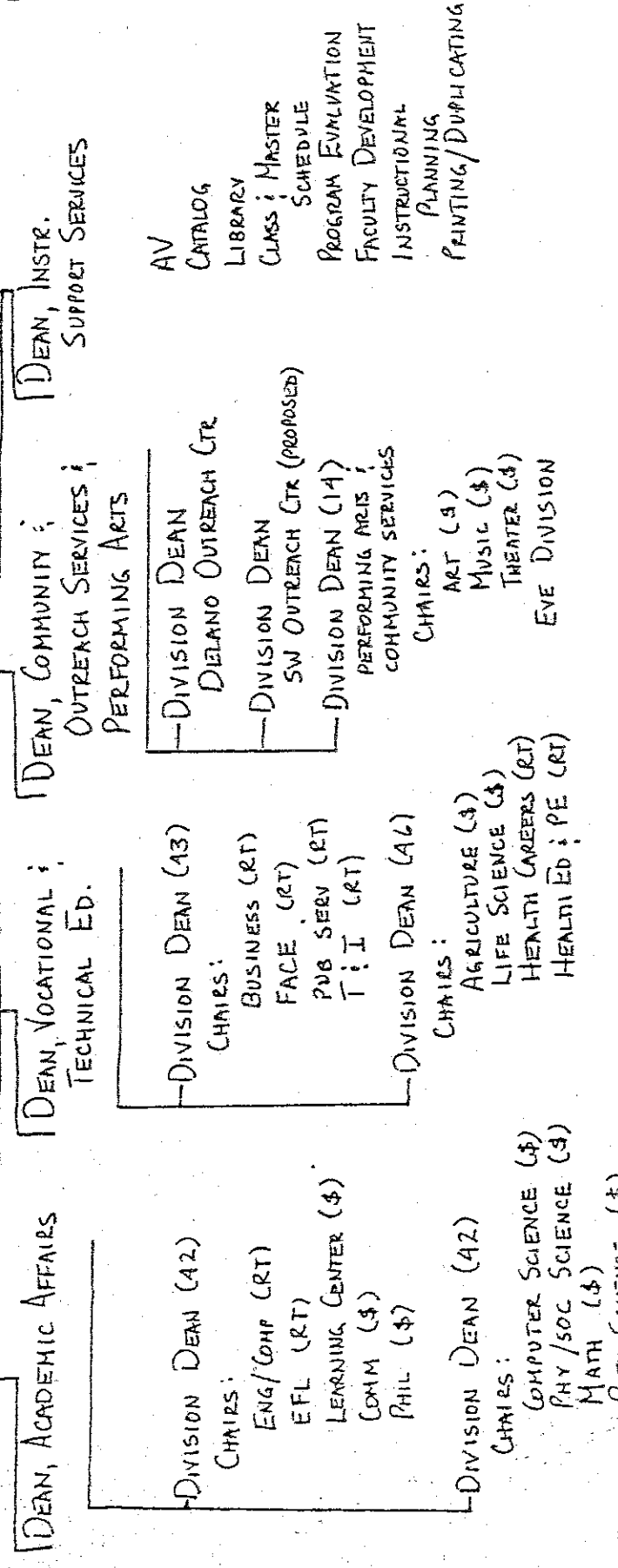
ASSO. DEAN
 ASSO. DEAN
 DIVIDE RESPONSIBILITY FOR ALL STUDENT SERVICE FUNCTIONS

DRAFT

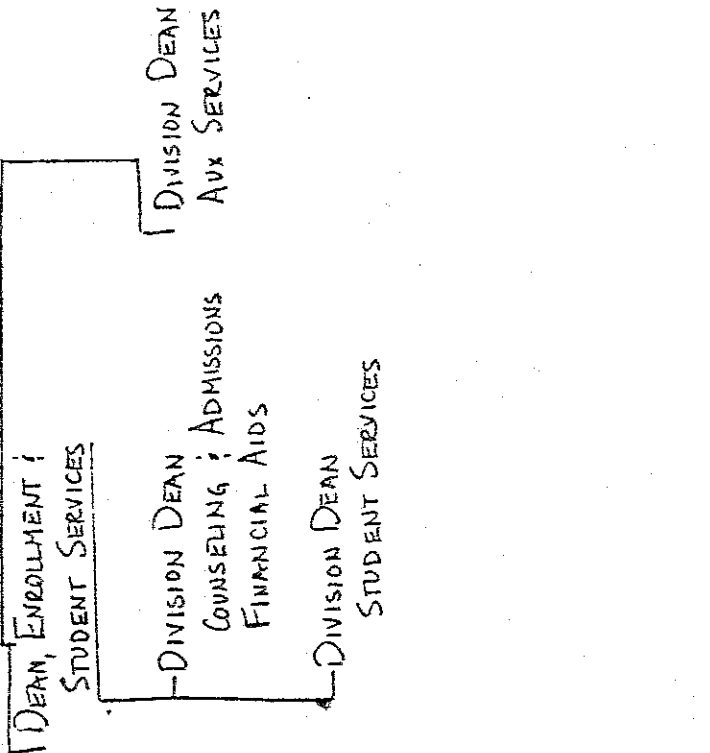
PRESIDENT



VICE PRESIDENT, INSTRUCTION

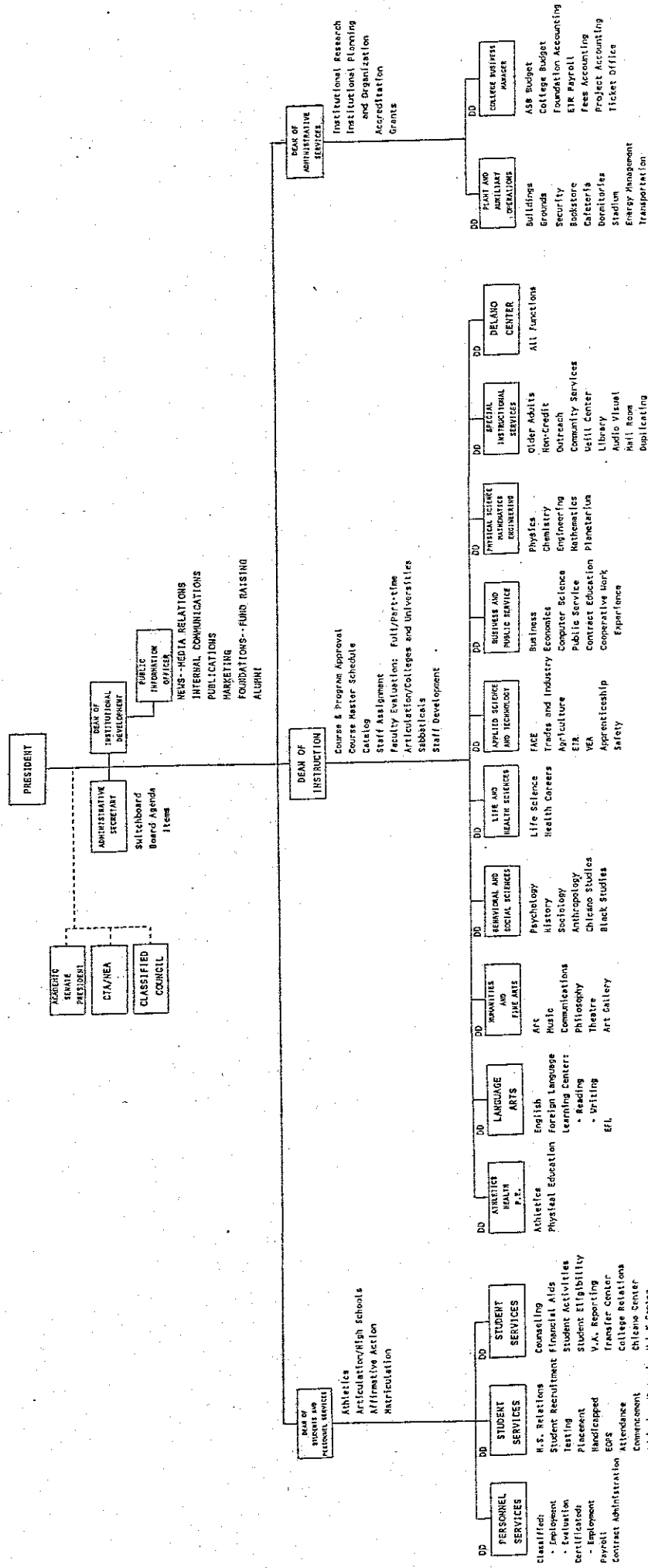


VICE PRESIDENT, STUDENT SERVICES



DRAFT

**BAKERSFIELD COLLEGE
ORGANIZATION AND RESPONSIBILITIES**



STAFF RESPONSIBILITY
LINE RESPONSIBILITY

DD--DIVISION DEAN

DRAFT
8/19/87

