

PHASE I: Present - August 31, 2023

- Search for VPWSI begins in May; position on track to be filled in July
 - If search stays on aggressive timetable, open forums will be virtual
- Gerianne Brusati retires 8/31
- Dr. Hackman's last day as VPAA 8/31
- There are no changes to any jobs in this phase

PHASE II: September 1, 2023 - December 31, 2023

- VPWSI begins 9/1
 - Switches in reporting lines:
 - IPAR
 - Grants Office (i.e. Judy Osburn's Office)
 - CAPE
 - FoodTEC
- Provost role initiates 9/1
 - Academic Affairs and Student Services report to Provost as distinct and separate divisions
 - However, the opportunity of the Provost model is to capitalize on the purposeful adjacency of academic and student affairs...so begin to explore these adjoining, synergistic, efficient, and empowering relationships in division and departmental meetings
 - All six AVPs (4 from AA and 2 from SS) report directly to Provost
 - This monolithic reporting configuration of AVPs and/or current duties is assumed to be temporary as discovery in Phase II is taking place
- VPAF role remains same except for switch of IPAR
- With respect to the AVPs:
 - We anticipate that there will be SMALL, TEMPORARY modifications made to the AVP roles to manage the work of the college in Fall 2023. These changes will be made for workflow and compliance in the name of serving students and our mission.
 - These SMALL, TEMPORARY changes will be communicated in a timely and clear manner to those who are impacted.

- The Fall 2023 semester is the essential time of information gathering, observation, and discussion in departments, divisions, and elsewhere about a sound philosophical shift of how to better empower the AVP positions toward leadership and decision making closer to the action.
- The mechanisms of this information gathering, observation, and discussion will be announced later but it is inclusive of all academic and student affairs.
- No formal changes to Chairs, Directors, or other positions are anticipated in this phase, but information gathering and observations about the potential for changes begins now as the contemplation of AVP organizational change begins and the VPWSI and their work gets underway.

Clearly more things happen in Spring 2024 and beyond, like:

- We can start assessing how this relationship between academic and student affairs is going
- Updates will continue to be provided

So, the concreteness of what happens next falls off here, other than to say that

- 1) We will continue to have open forums and Assembly updates as time continues
- 2) I'll continue to update this document
- 3) Any confirmed permanent changes to reporting lines will be reflected in the College's organizational charts