

## Management Structure Workgroup Charter

Background: The existing organizational structure was approved by the Board of Education in 2000-01. Due to budget constraints the structure was not fully implemented until 2005-06. We have had two years of experience with the structure. At this time we have a number of retirements and vacancies, therefore, this is an opportunity to address our management structure and, if necessary, make changes to align the structure with the current and future needs of the college. Therefore, I am appointing a limited duration Management Organization Workgroup to develop options and recommendations.

A management structure should be a direct derivation of the organization's mission, vision, values and strategy. In other words, the management structure needs to be aligned with what the organization wants to accomplish, both near and long-term. The organizational structure should support the goals of the strategic plan.

Ideally, the structure should also support the following:

1. Informed and inclusive decision-making
2. Transparency and clarity of operations and decision-making
3. Open lines of communication between and among all components and members of the Lane community
4. Accountability
5. Mutual respect and trust

Purpose: Review options and make recommendations to the president on the administrative/management structure of the college.

Timeline: Report to the president: February 20, 2008.

### Membership:

Managers:	2
Faculty:	2
Classified:	2
Students:	2
Executive Team Member/designee:	2
Diversity:	1

The workgroup will be chaired by Dr. Sonya Christian, Vice President of Instruction and Student Services and supported by Dr. Craig Taylor, Director of Institutional Research and Planning

Scope: Focus on the executive and division chair/director level (Move further into the management structure only to the extent there will be impacts)  
At a minimum stay within current allocated resources with a strong preference to reduce current expenditures  
Assure an executive level position to lead diversity efforts  
Assure that there is engagement of the college community prior to developing options

Decision Making/Authority: The Board of Education has the authority and responsibility to approve the management structure of the college. The workgroup, with the leadership of Vice President Christian, is charged with developing recommendations for the president who will then provide a recommendation to the board. The workgroup may develop more than one option. While consensus around the options would be helpful, majority and minority opinions will be acceptable.

Implementation: The approved structure will be implemented by July 1, 2009.