

From: **Office of the Chancellor, Pima Community College** <[chancellor@pima.edu](mailto:chancellor@pima.edu)>

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Subject: Academic Reorganization

To: Pima-All <[Pima-All@pima.edu](mailto:Pima-All@pima.edu)>

Colleagues –

As we end 2019, we take stock of the significant and important shift Pima Community College has made in just a few years to set ourselves on a path toward being a premier institution.

From difficult decisions to celebratory occasions, we have known at each step that our work was not yet over. As many of you know, on Nov. 14 we ceremonially broke ground for an Automotive Technology and Innovation Center on the Downtown Campus, the first structure in the Center of Excellence in Applied Technology.

This occasion was pivotal in recognizing our transition to one Pima, built around Centers of Excellence. It also marked the opportunity to implement the next phase of our administrative reorganization.

This transition has been gradual as we moved from six campus presidents to three. The retirement of campus president Dr. Lorraine Morales in Fall 2018 brought an opportunity to further tighten our administrative structure. Now we are ready for the next step.

Our goals with this next phase are to:

- Further strengthen the one-Pima model to support student success,
- Provide continuity and accountability for decisions regarding the Centers of Excellence, and
- Expand educational partnerships and the new Student Affairs structure.

This realignment is cost-neutral and will allow us to more effectively manage our Educational and Facilities Master Plans and Strategic Plan. It will phase in beginning in January 2020.

Effectively, we are restructuring under a chief academic officer, chief operations officer, and chief business officer, each reporting to the Chancellor's office. The Desert Vista, East, Northwest and West campuses will be led by a Vice President, reporting to the chief operations officer, with responsibilities for day-to-day operations, student affairs, library, and oversight of the Center of Excellence based at that campus, among other duties. Aubrey Conover, Northwest Campus Vice President, will move to West Campus and the Northwest position will be posted.

Other changes are designed to improve continuity in reporting structures, and strengthen accountability on issues of federal and state compliance.

Dr. Dolores Durán-Cerda, in her role as chief academic officer, will adjust her title to Provost and Executive Vice Chancellor of Academic Affairs.

Dr. David Doré will assume the role of chief operations officer with the title of President of Campuses and Executive Vice Chancellor for Student Experience and Workforce Development. He also will retain oversight of the Downtown Campus with the support of campus-based VPs. He will report to the Chancellor's Office.

Dr. David Bea, our chief business officer, will retain the title of Executive Vice Chancellor for Finance and Administration. This area has already re-organized to include oversight of AVC of Human Resources and AVC of Information Technology.

Dr. Morgan Phillips will become Vice Chancellor for Academic Excellence with oversight of Curriculum, Adult Basic Education for College & Career, and our critical growth areas of Distance Education and Dual Enrollment. He will report to the Provost.

The College also will create a new position, Vice Chancellor for Student Experience. This position recasts Dr. Morales' previous position as campus president and Vice Chancellor for Student Affairs. This position will report to the President of Campuses and Executive Vice Chancellor for Student Experience and Workforce Development. Student Affairs leadership will report up through this position. This fills an open administrative position.

In other changes, Dr. Lamata Mitchell, who currently is Vice President for Instruction and Academic Operations, will become Assistant Vice Chancellor for Student Learning, reporting to the Provost.

Related, the general education and career and technical education deans will report to the Assistant Vice Chancellor for Student Learning, reporting up through the Provost. Previously the deans had separate reporting lines. The career and technical education deans also will have a dotted line to the Vice President of Workforce Development and Strategic Partnerships, Dr. Ian Roark, to ensure continuity with our business partners.

Dr. Bruce Moses, Associate Provost, will now also provide oversight for Athletics and International, because of the important compliance components of each area.

The positions of Vice Chancellor for Facilities, Vice Chancellor for External Relations, Chief of Staff and AVC for Strategy, Analytics and Research continue to report to my office.

[Organizational charts](#) that outline the reporting structures are linked.

As you might imagine, other decisions remain. As always, affected personnel will be notified before communication is made.

We believe this structure is strong and will provide the foundation we need to support our Centers of Excellence, to manage comprehensive academic transformation, and to fully integrate our people and processes into one, vibrant and vital College.

This is an exciting time for Pima, as we celebrate growth, opportunity and community. We are planning informational forums in December to answer questions and provide any additional details. We will share those dates, times and locations when they are available.

Lee D. Lambert,  
Chancellor