

**From:** Bea, David  
**Sent:** Wednesday, April 08, 2015 04:32 PM  
**To:** Pima-All  
**Subject:** Campus Leadership Structures Survey

Dear Colleague,

The College is considering four different campus organizational administrative leadership structures in order to create a more effective and adaptive organizational model that is better aligned with the current size of the College. In identifying the options, the executive council contemplated organizational structures with three or four presidents who would oversee combinations of the current campuses. Following are some of the factors that were considered in creating new structures that will be able to effectively meet the mission and strategic goals of the College, the needs of the students and the community, and be continually adaptive and responsive:

- The size and complexity of operations
- Geographic proximity
- Specialty programs and areas of focus for the units
- Possible programmatic synergies between campuses
- Distance education versus on-site enrollments

This will be the first step of an ongoing organizational restructuring that will be informed by the forthcoming educational master plan, College data, as well as current and future College strategic initiatives. Once the initial structure is determined, we will identify the most effective administrative structure to strengthen and support the new model. Some functions at district office will move to the campuses and other campus functions could move between the campuses. Also, as the College progresses with our strategic initiatives and regains enrollments in various areas, we expect the structures will be revised to reflect the new realities. It is anticipated that this process will take time before the College settles on an ultimate organizational structure.

Attached are [data](#) that were used to review the structures as well as how each of the four proposed models would look after this initial level of campus restructuring. We want your feedback regarding these models and have created a simple survey for you to submit your thoughts. We would appreciate it if you would submit your constructive ideas by Friday, April 17, 2015.

Thank you!

-David Bea

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