Date: August 23, 2012

Subject: HUMAN RESOURCES
Research and Planning Reorganization
Creation of revised position – “Director of Research and creation of a new position of “Dean of Institution Effectiveness
(Resolution No. 120823-F3)

BACKGROUND:

Ensuring and measuring all elements related to decision making and assessment of outcomes has become a major endeavor in today’s accredited colleges and universities. The standards and expectations are high and enormously time-consuming. CCSF was cited for shortcomings in this area of integrated planning and program review, student learning outcomes, and general lack of evidence of instructional effectiveness in the accrediting commission’s team report and decision letter. At least part of the reason for this shortfall was the reduced college staff responsible for these functions. A plan has been developed to restructure and expand the Research and Planning unit of the college in order to provide the expertise, technical assistance, and support needed to carry out the planning and effectiveness tasks being addressed by all college departments. The proposed plan is not large enough to meet the entire demand but is a significant step in the right direction.

A detailed description of this proposal is attached. At this time not all positions are proposed to be filled. One will be filled by a transfer. One is a revised version of an existing position but will be filled now to allow for overlap before a pending retirement from the existing position. The major new one is for a “Dean of Institutional Effectiveness.” This is a common position in many colleges, all of whom are smaller than CCSF.

Funding for the expansion of the Research and Planning area of the college will come from savings recovered by closing the Office of Governmental Relations for the time being.

RECOMMENDATION:

RESOLVED: That the Board of Trustees approve the creation of the revised position – “Director of Research” and the new position “Dean of Institutional Effectiveness.

SHARED GOVERNANCE REVIEW:

X This resolution does not require review by the Shared Governance System.

This resolution requires review by the Shared Governance System for recommendation to the Chancellor. The following Shared Governance body(ies) reviewed this resolution and took action on it on the date indicated:

BOARD OF TRUSTEES
JOHN RIZZO, PRESIDENT • DR. ANITA GRIER, VICE PRESIDENT • DR. NATALIE BERG • CHRIS JACKSON
MILTON MARKS • STEVE NGO • LAWRENCE WONG • WILLIAM WALKER, STUDENT TRUSTEE
DR. PAMILA FISHER, INTERIM CHANCELLOR
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Only __________________________ required to review this resolution.

Clara Starr, Originator