


EL CAMINO COLLEGE RESTRUCTURING FINAL MODEL PRESENTATION FOR ACADEMIC SENATE JUNE 3, 2025

Carlos Lopez, Vice President Academic Affairs

Topics

- Why Are We Restructuring Academic Affairs
 - Goal of Restructuring in Academic Affairs
 - Timeline for Restructuring
 - Restructuring Workgroup
 - Final Restructured Division Model
- 

Why?

- At the start of the 2024-2025 Academic Year Fiscal Services Projected a Deficit of over \$19 million.
- A Supplemental Employee Retirement Program (SERP) was approved as a budget reduction strategy during the Fall 2024 term
- In total, 88 employees accepted the retirement incentive including 35 from Academic Affairs (16 FT faculty, 15 classified, and 4 administrators)

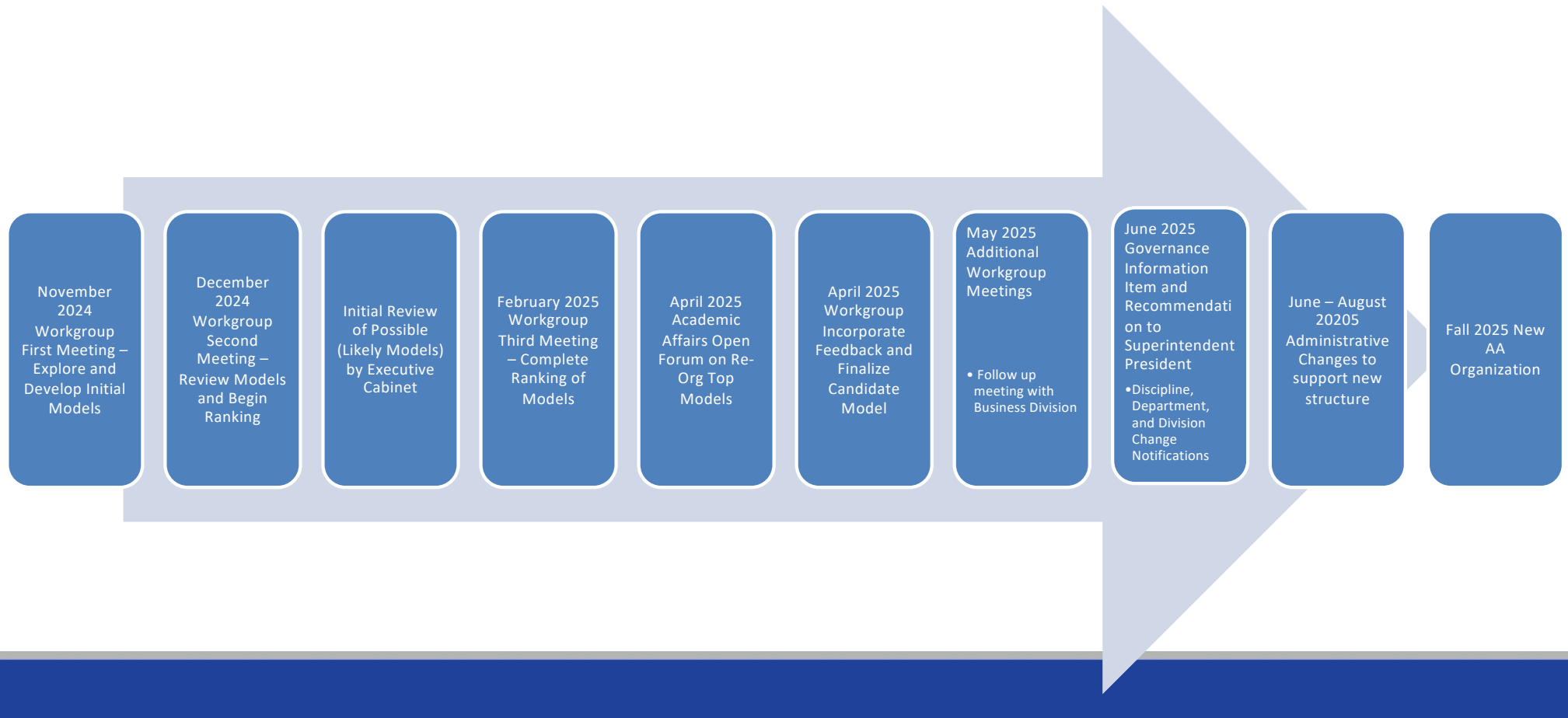
Why?

- In order to meet our budget reduction goals for the SERP, a maximum of 30% of the retiree positions could be re-hired if they were mission critical
 - In Academic Affairs only 1 administrator position was approved for rehire (1 CTE Dean position)
 - 7 Additional positions were approved for replacement as mission critical including all Administrative Assistant II positions
- Total projected annual savings from SERP after 30% position rehired is approximately \$8.5 million and the portion from Academic Affairs is approximately \$3.7 million

Goal of Restructuring

- Support continuity of service and programs for students, faculty, classified professionals, and our community
 - Focus on keeping student pathways open for access and completion
 - Maintain the needed budget reductions as part of the SERP

Academic Affairs Re-Organization Timeline



Restructuring Workgroup

- Workgroup composed of faculty, staff, administrators from each Division, and representatives from the Academic Senate and Associated Students Organization

Division	Faculty	Classified	Administrators
BSS	Larry Leach – COM	Cecilia Mataalii	Chris Gold
BUS	Khai Lu – CIS	Katherine Lo Iacono	Virginia Rapp
Fine Arts	Laura Almo – FILM	Patricia Amezcua	Betty Sedor and Walter Cox
HUM	Sean Donnell – ENGL	Erica Soohoo	Scott Kushigemachi and Ed Rice
HSA	Michael Jacobson – PE/Athletics	Julie Meredith	Jeff Baumunk
ITEC	Marc Yeber – ARCH	Matthew Hutcherson	David Gonzales and Katie Sundara
LLR	Camila Jenkin - Library	Gema Perez	Crystle Martin and Maricela Sandoval
MAT	Dia Eldanaf - MATH	Jaclyn Vega	Marlow Lemons & Gerson Valle
NATSCI	Darcie McClelland – BIO	Anh Pham	Amy Grant

Academic Senate: Charlene Brewer-Smith and Maria Garcia

Associated Students Organization: Kelly Nguyen

Restructuring Workgroup Process

- Has met six (6) times between November 2024 and May 2025
- Developed set of Principles for Development of Potential New Models for Academic Affairs
- Developed multiple models
- Recommended two (2) Models as viable in April
- VPAA Recommended Final 8 Division Model that maintains the estimated SERP savings from Academic Affairs of approximately \$3.7 million

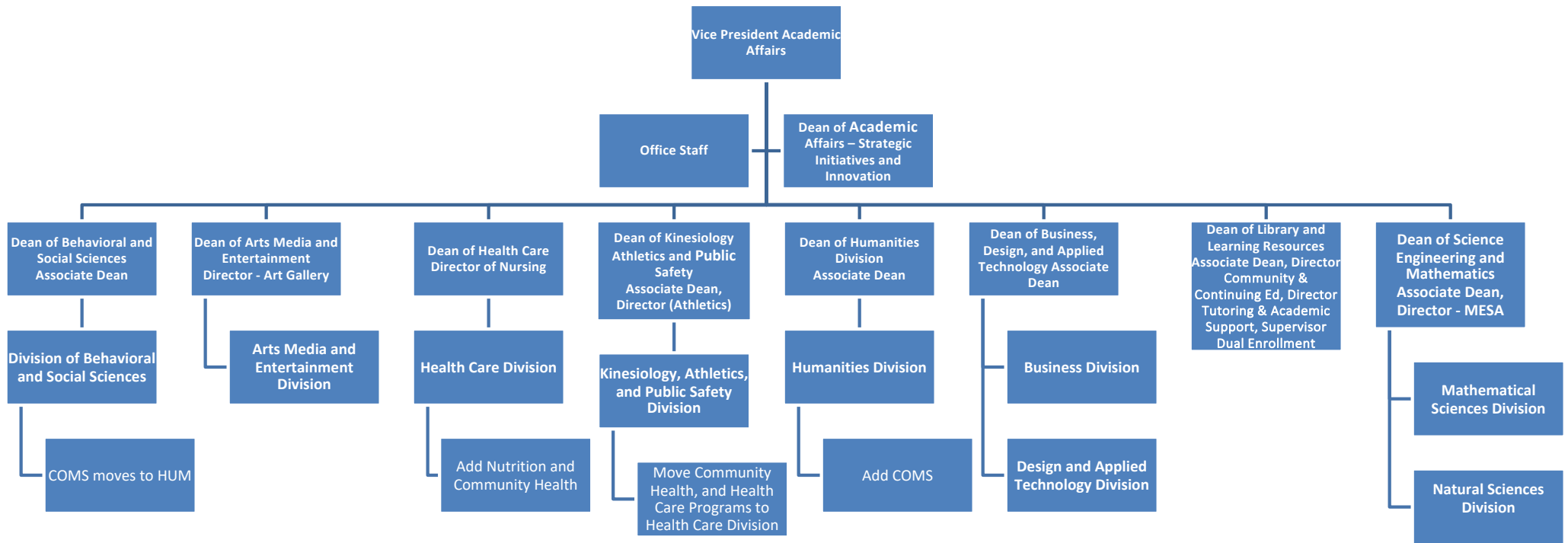
Nine Dean - Eight Academic Division Model

Under this model, Deans/Associate Deans lead 1-2 Academic Divisions based on size and academic affinity

Current governance and curriculum structures mostly unchanged –

Senate Representation, Division Curriculum Committees, Associated Students Representation

- **9 Academic Affairs Deans Offices**
 - Dean of Health Care is a no-cost change b/c the Director of Nursing already paid on dean salary schedule
 - Dean of Academic Affairs is a no-cost change b/c position will be filled by existing dean
- **6 Academic Affairs Associate Deans**
 - Associate Dean of Public Safety is a no-cost change b/c Director of Public Safety paid on associate dean salary schedule
- **6 Directors: Art Gallery, Athletics, Community and Continuing Education, Tutoring & Academic Support, Nursing, and MESA**
- **Change in Number of Leadership Positions :**
 - 1 Dean (ITEC/BUS), -1 Associate Deans (Fine Arts), -1 Director (CFA), and +0.4 FTEF for Director of Nursing
- **Retains SERP savings attributable to Academic Affairs of approximately \$3.7 million**
- **Creates 2 Large Divisions (400+ Sections), 2 Medium Division (between 300 and 400 sections), and 4 Smaller Divisions with complicated operations**



Arts Media and Entertainment

Dean of Arts Media and Entertainment

Dean's Office

Art Gallery

Performance Spaces and Programming

Division of Arts Media and Entertainment

Art

Dance

Digital Art and Design Technology

Film

Music

Photography

Theater

Behavioral and Social Sciences

Dean of Behavioral and Social Sciences

Associate Dean of Behavioral and Social Sciences

Dean's Office

Anthropology Museum

Division of Behavioral and Social Sciences

American Studies

History

Anthropology

Human Development

Art History

Philosophy

Childhood Education

Political Science

Economics

Psychology

Education

Social Justice – Social Science

Ethnic Studies

Sociology

General Studies

Women's and Gender Studies

Business, Design, and Applied Technology

Dean of Business, Design, and Applied Technology

Associate Dean of Business, Design, and Applied Technology

Dean's Office	Division of Business	Division of Design and Applied Technology
CTE Programs – Strong Workforce Program & Perkins	Accounting	Air Conditioner Repair
Third Party Accreditation	Business Management	Architecture & Sustainable Design
	Computer Information Systems	Automotive Collision Repair
	Entrepreneurial Studies	Automotive
	Marketing	Computer Aided Design/Drafting
	Office Administration	Construction Technology
	Paralegal - Law	Cosmetology
	Real Estate	Electronics Computer Hardware
	Retail Management	Engineering Technology
		Fashion
		Machine Tool Technology
		Manufacturing Technology
		Robotics
		Welding

Health Care

Dean of Health Care Director of Nursing

Dean's Office

Clinical Coordination

Third Party Accreditation

Division of Health Care

Community Health

Nursing

Nutrition

Radiation Technology

Respiratory Care

Respiratory Care Bachelors Degree

Humanities

Dean of Humanities Associate Dean of Humanities

Dean's Office	
Student Journalism Publications	
Forensics Team	
Reading and Writing Studio	Division of Humanities
World Language Lab	American Sign Language (ASL – Formerly Sign Language)
Literary Publication	<i>Communication Studies</i>
	English
	English as a Second Language, Credit and Noncredit
	Journalism
	World Languages and Cultures – Chinese, French, German, Italian, Japanese & Spanish

Kinesiology Athletics and Public Safety

Dean of Kinesiology Athletics and Public Safety

Associate Dean Public Safety

Athletics Director

Dean's Office

Athletics and Public Safety Training Spaces

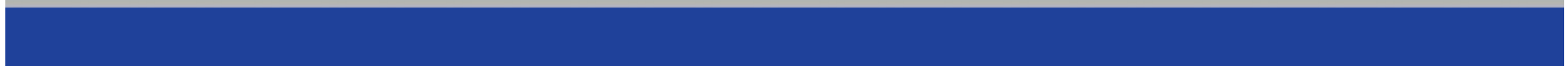
Third Party Accreditation

Division of Kinesiology Athletics and Public Safety

Athletics

Kinesiology (including First Aid)

Public Safety – AJ, Police Academy, Fire Technology, Fire Academy, EMT, & Paramedic



Library and Learning Resources

Dean of Library and Learning Resources Associate Dean of Library and Learning Resources

Dean's Office	
Continuing and Community Education	
Dual Enrollment	Division of Library and Learning Resources
Evolve	Education Development Courses (with SRC)
Library Operations	Games & Playable Media
Music Commons	Library Information Science
Professional Development	Noncredit and Fee Based Courses
Online & Digital Education	
Supplemental Instruction	
Title V WINGS Grant	
Tutoring	

Science Engineering and Mathematics

Dean of Science Engineering and Mathematics

Associate Dean of Science Engineering and Mathematics

Dean's Office		
MESA Program		
Science Labs		
Math & Computer Science Labs	Division of Mathematical Sciences	Division of Natural Sciences
	Actuarial Science	Astronomy
	Computer Science	Biology
	Data Science	Biotechnology
	Pre-Engineering	Chemistry
	Mathematics	Geography/Geology/Earth Science
		Human Biosciences
		Physics

Questions and Comments