

PROPOSED REORGANIZATION PLAN

INTRODUCTION

Attached for the Governance Subcommittee and the Governing Board's consideration is a draft reorganization plan. The President has communicated to the Chairman that this organizational structure will only work if the partnership approach to a common mission continues with the new Chair. The President has stated that the new Chair may have different interests and expertise than the current Chairman and that the new Chair and the President should develop a structure that best leverages the talent and expertise of each individual. This organizational structure therefore represents the current operational relationships. The Chairman would like to emphasize that this operational relationship works within the job classification and salary structure which the Chairman, the President and the Board have approved. Under these policies, any job reclassification requires the President's approval. The budgets developed through this structure will, of course, have to reflect a partnership commitment to operating within the six percent administrative cap. Therefore, the budgets will need to be developed through a collaborative process, as has historically been the case.