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Good Afternoon,

In the past few weeks we have received the intent to retire from two of our Deans; Newton Chelette and Dr. Karen Cowell. Dean Chelette will be retiring effective June 30, 2016 and Dean Cowell will be leaving us in January 2016.

At the townhall meeting on December 5, 2013, as part of the reorganization presentation, it was noted that an organizational review would again be necessary in a few years. Without knowing exact dates, these personnel changes were anticipated at that time.

As we have done in the past, as key personnel leave the district, we conduct an organizational review of the area to ensure that we are meeting the current needs of the community and institution. Dr. Suderman, VP of Academic Affairs has requested that organizational review. A proposed timeline is below. Please note in the timeline that while policy and procedure allow for a shorter calendar, we are aware that all faculty will not be available to comment until February 2016. The timeline therefore begins to run on February 5, 2016.

As with all organizational reviews, we encourage everyone to provide their input and feedback on the issues and impacts to consider. There is no proposed organizational structure change for you to consider in the first round. Please use the existing organizational charts from which to review Academic Affairs and prepare your thoughts. All thoughts are welcome. The input received between now and February 18 will be used to create a proposed organizational structure that will be presented to the full campus for review and additional input.

Additionally, Dr. Suderman has put out an internal call for applicants for the position of Interim Dean of Career and Technical Education (Dr. Cowell's position) for Spring term 2016. A national search for permanent replacements will be conducted depending on the results of the organizational review with the goal of a July 1, 2016 start.

Thank you all for your consideration and participation in this important process.

Ed Knudson

President