



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

Human Resources Taskforce

Overview

Los Angeles Southwest College (LASC) operates as an accredited, full-service community college and is part of the nine-college Los Angeles Community College District. The college service area encompasses South Los Angeles and includes the communities of Inglewood, Hawthorne, Gardena, Lynwood, and unincorporated Westmont and West-Athens. For the fiscal year 2019, the college reported approximately 4,300 FTES. To be self-sustaining in its current operation, the College must generate at least 6,000 FTES, a target which has never been reached. As such, the College has operated at deficit for over 20 consecutive years with an ongoing structural deficit.

Human Resources costs and benefits currently represent 101% of the College's operating budget. As a small college, there are significant operational gaps along with structural issues that need to be addressed. The College has created a variety of planning documents, including a Fiscal Recovery and Long-Term Sustainability Report, developed by Cambridge West Partnership, a work-plan in response to this report, and an updated Strategic Education Master Plan, all of which will be provided as steering documents for this work. In pursuing fiscal sustainability and long-term student success, the college is poised to complete a strategic analysis of its human resources organizational structure. The College has established a short-term, participatory Human Resources Taskforce who is prepared to work with a consultant to complete this analysis. The College also developed a detailed scope of work for the consultant hired to facilitate this process.

Membership

Based on appointments from college constituents, the following individuals were appointed to serve on the *IDEA Taskforce*:

Academic Senate

- Robert Stewart, Academic Senate President

AFT 1521

- Sandra Lee, AFT1521 Chapter Chair

AFT 1521A

- Tasha Anderson, Administrative Assistant

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- Chauncine Stewart, Executive Assistant

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- James Bradley, Custodian



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SEIU 721

- Courtney Pierce, Operations Manager

Teamsters

- Jeanette Magee, Dean, Student Services

Trades

- Eric Hopper, HVAC Technician

Unclassified Manager

- Preston Mortley, Director of College Facilities

Vice President

- Dan Hall, Vice President, Administrative Services (Chair)

Charge

1. Through stakeholder interviews, data, integrated planning, and analysis, provide a recommendation for a proposed organizational structure Los Angeles Southwest College to support college growth and operations for the next ten years. This should include all administrative, student services, and instruction departments, including the president's office.
2. Ensure the proposed HR plan aligns with all master planning documents and college strategic goals.
3. Identify personnel gaps and recommend staffing needs
4. Prioritize those staffing needs and provide a recommended list of positions for hire