

## Comprehensive Standard 3.2.7

The institution has a clearly defined and published organizational structure that delineates responsibility for the administration of policies.

### Impact Statement

The merger of Baton Rouge Community College (BRCC) with Capital Area Technical College (CATC) unites two Louisiana Community and Technical College System (LCTCS) member institutions to form the new Baton Rouge Community College. The consolidation of the two former institutions into one college has required the reorganization of administrative units and the reassignment of some staff from both colleges to realize efficiencies as well as to ensure that integrity and quality remain paramount throughout the merger.

### Rationale

Baton Rouge Community College (BRCC) has a clearly defined organizational structure that delineates responsibilities for the administration of College policies. The College's organizational charts ([Figure 3.2.7.1](#)) illustrate a clear distinction in the roles and responsibilities of the Louisiana Board of Regents (BoR), LCTCS Board of Supervisors, the Chancellor, College administrators, and faculty. The organizational charts are updated regularly as changes are made to the College's structure.

The LCTCS Bylaws ([Figure 2.2.5](#)) document the distinct hierarchical relationship between the Board of Regents, the LCTCS Board of Supervisors, the LCTCS president, and the Chancellor. The Chancellor exercises authorization to organize units within the College to effectively achieve the College's goals and to operate efficiently. Each administrative unit is led by a member of the College's Executive Team which serves as the administrative body to develop, approve, execute, and revise policies, as necessary, to best accomplish College goals.

### Supporting Evidence

[Figure 3.2.7.1](#) Baton Rouge Community College Organizational Charts

[Figure 2.2.5](#) Bylaws of the LCTCS Board

## Comprehensive Standard 3.2.8

The institution has qualified administrative and academic officers with the experience and competence to lead the institution.

### Impact Statement

Baton Rouge Community College (BRCC) employs qualified administrative and academic officers who have the requisite experience, competence, and capacity to lead the institution. Detailed credentials and experiences are available for each position.

### Rationale

The BRCC Chancellor has demonstrated in many ways that her intent is to build and maintain a college that is founded on the principles of excellence and integrity. The chief academic officer and administrative officers hold relevant degrees and have significant experience in higher education and their area of expertise. A comparison of the competencies and experiences of our current administrators with their appropriate job descriptions clearly indicates each employee's capacity to lead the institution.

The administrative and academic officers with primary institutional leadership responsibility and authority include the Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor for Enrollment Management and Student Support, Vice Chancellor for Finance, Senior Vice Chancellor for Workforce Development, Vice Chancellor for Planning, Assessment, and Accountability, Vice Chancellor for Institutional Advancement, and Chief Information Officer.

Name	Position	Degree	Experience
Andrea Lewis Miller	Chancellor	Ph.D., Clark Atlanta University	Twenty-one (21) years of experience as a senior administrator in public higher education
Elaine Vallette	Interim Vice Chancellor for Academic Affairs	Dr.P.H., Tulane University	Twenty-two (22) years of experience as an administrator in public higher education; also served as faculty member
Albert Tezeno	Vice Chancellor for Enrollment Management and Student Support	Ph.D., Jackson State University	Twelve (12) years of experience as an administrator in public higher education
Helen Harris	Vice Chancellor for Finance	M.B.A., University of Phoenix	Twelve (12) years of experience as an administrator in

			public higher education
Charles Freeburgh	Senior Vice Chancellor for Workforce Development	B.S., University of Mississippi	Nineteen (19) years of experience as a senior administrator with workforce/industry
Cristi Carson	Vice Chancellor for Planning, Assessment, and Accountability	Ph.D., University of California at Riverside	Fifteen (15) years of experience as an administrator in public higher education
Vacant	Vice Chancellor for Institutional Advancement	To be determined	To be determined
Ron Solomon	Chief Information Officer	M.S., Colorado Technical University	Four (4) years of experience as an administrator in public higher education

The BRCC organizational chart illustrates the breadth and depth of the administrative structure and the organizational relationships within the college ([Figure 3.2.7.1](#)). Job descriptions published in the job announcement contain the criteria against which the qualifications of the administrators will be assessed ([Figure 3.2.8.1](#)). Personnel records for all administrative and academic officers are maintained in the Office of Human Resources.

### Supporting Evidence

[Figure 3.2.7.1](#) Baton Rouge Community College Organizational Charts

[Figure 3.2.8.1](#) BRCC Administrative and Academic Officers' Job Descriptions