

## **Administrative Turn-Over**

If X = the success of the VPI office at Miramar College. Factors that Impact Success: A, B, C and D.

$$\mathbf{X} = \mathbf{A} \times \mathbf{B} \times \mathbf{C} \times \mathbf{D}$$

**A** = Administrative Support for this role.

- Mentoring Provided
- Clear Job Guidelines
- Effective Communication
- Exit Interview

**B** = Support Staff for VPI Office

- Clerical Staff to support multiple roles
- Allow VPI to focus on other tasks

**C** = Selections Process

- Knowledge (Experience) of SDCC District Operations
- The Search Committee (composition; application)
- Candidates Forwarded

**D** = Faculty interface with Administrative leadership

- Communication & working relationships with Administration
- Manager Evaluation Process
- Effective input regarding Faculty concerns
- Chair's Committee 'Round Table' Fall 2014