

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1100 College Operations	
Title: GAR 1120 College Reorganization	Page 1 of 2
Primary Policy: BP 0340 Code of Ethics	
References:	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 07-27-2011	Last Revision: 09-21-2016

Three Rivers College reserves the right to administratively reorganize the functional operations of the college in times of business and/or financial necessity and/or when the administration determines that efficiencies can be realized by reorganization. The college must determine the priority for retaining academic and non-academic programs and services provided for the citizens of its voluntary service area in Southeast Missouri. College reorganization, the number and type of positions, the number of personnel, and the extent of funding commitments for the continuance of such programs and services are at the discretion of the college president to be recommended for final approval by the board of trustees.

The college continuously assesses the effectiveness and efficiency of its programs and services. Specifically, the college analyzes its strengths and weaknesses; organizational structure, operations and personnel; and focuses on functional areas for more efficiency. In the event of an administrative reorganization, the college shall scrutinize every functional area, position, and job responsibility to ensure that all departments are working as efficiently and effectively as possible. Reorganization may cause the college to outsource services, eliminate or merge positions, add positions, add duties to existing positions and to realign functional areas to better serve our students.

The office of human resources will make an earnest effort to assist regular exempt and non-exempt classified employees who are being displaced. Efforts may include assistance in locating other comparable positions within the college community, if available; may provide resume' referral services; and may provide referrals to career counselors on a case-by-case basis.

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DOCUMENT HISTORY:

- 07-27-2011:** Initial approval of regulation GAR 1010 College Reorganization.
- 01-13-2016:** Minor revision to GAR 1010 College Reorganization. GAR 1010 College Reorganization revised to GAR 1120 College Reorganization due to the addition of sub section number 1100 College Operations to properly align section and subsection numbering system.
- 09-21-2016:** The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.