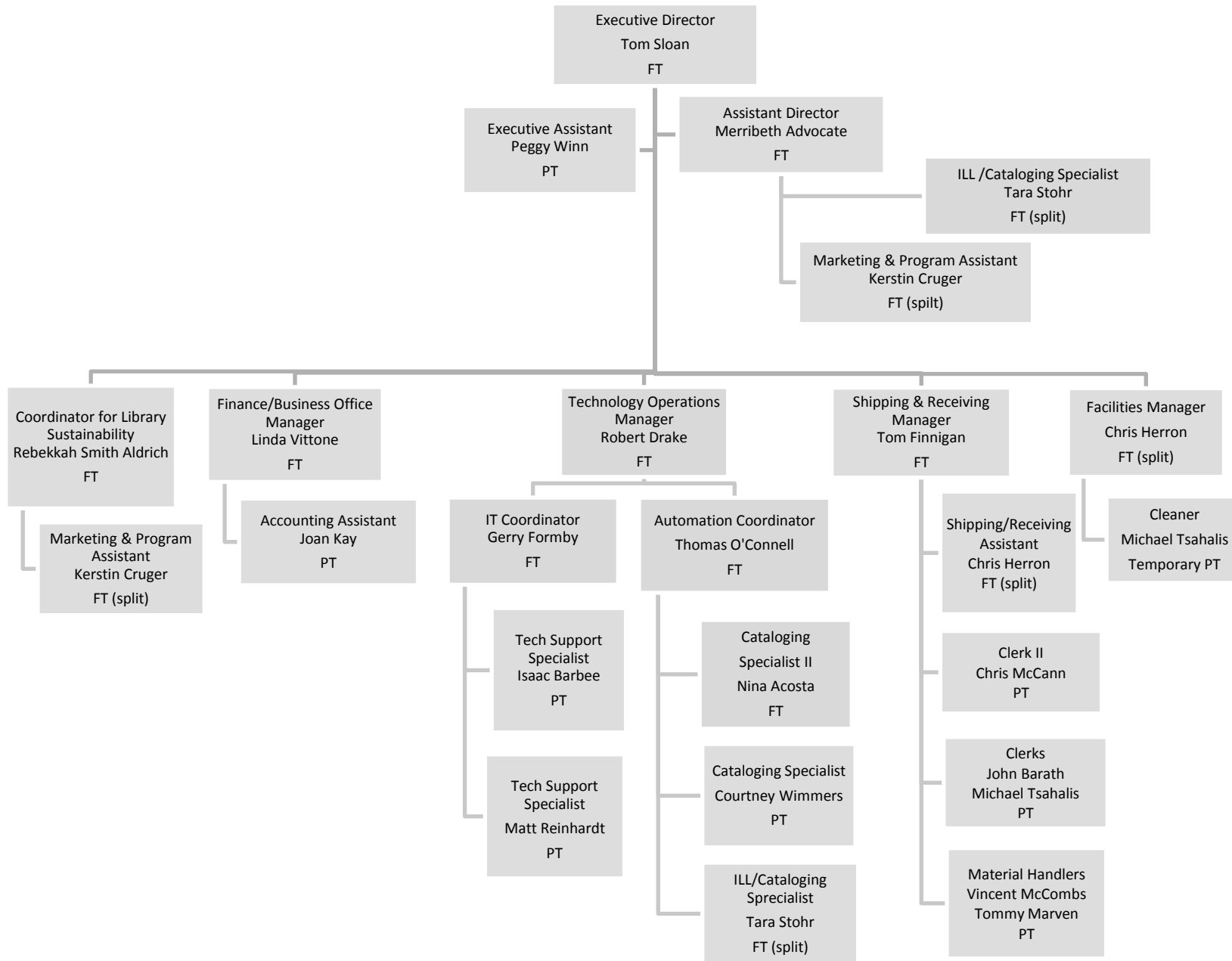


# Mid-Hudson Library System Organizational Chart - Revised November 2016



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## Guidelines in assigning position titles

<http://www.chiefexecutiveboards.com/briefings/briefing104.htm>

- Coordinator -- The people with whom she works have NO organizational reporting lines -- they don't work for her, and she can't do anything about getting them hired, fired, or raises granted. Supervisors are important, but not in control -- their job is to do the best they can with the situations they're given to coordinate. They're a span-breaking mechanism.
- Supervisor -- Deals with individuals and **tasks**. People are directly responsible to the supervisor (they work for her and no one else). Supervisor may or not have hire/fire/salary authority. They surely **do** have recommendation authority over who gets hired, fired, or a raise. And they get to say what someone **must** do, vs. a Coordinator, who's just telling them what they **should** do. They're a span-breaking mechanism with **authority**.
- Manager -- Deals with groups and priorities. Allocating resources to the most important projects and initiatives. Mostly a **tactical** perspective -- takes things that Directors & VPs have defined as important and **makes them happen**. Key element among managers is finding a way to get done what the organization (read Directors and VPs) has defined as important, done. They should be measured on results expected. They make hire/fire decisions, and make them quickly.