

Teamwork & Success

'Champions Work at LIT'

Dr. Lonnie L. Howard
Convocation (Opening Day)
August 21, 2018



Champions Don't Start Off as Champions



Astros' Story:

Worst Record in Baseball.
Lost 100+ Games in a Season.
Fans with Brown Paper Bags.

LIT's Story:

Wasn't on Anyone's Radar.
6-Yrs. of Declining Enrollment.
Over \$1M Budget Deficit.

Fans with Brown Paper Bags

What Do Champions have in Common?

'Teamwork & Success'



Building LIT's Team

“It's important to build 'a team' that can compete for 'multiple' championships.”

Jeff Luhn, Astros General Manager

My Approach wasn't Traditional or Popular:

- ✓ Complete Institutional '**Reorg**' starting w/VPs.
- ✓ Eliminated Asst. Dean, Directors.
- ✓ Changed Titles and cut Salaries for some.
- ✓ Made Dept. Chairs Reapply.
- ✓ Combined Staff Positions.

'Teamwork Philosophy'

An Old Proverb says:

*"If you want to go fast,
go alone. If you want
to go far, **go together.**"*

We Can Compete & have Gone Far!



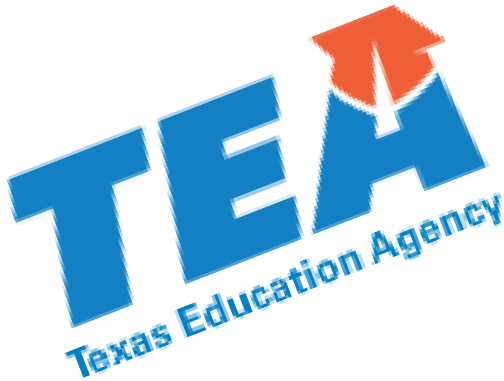
'LIT has Gone Far'



Recognition in Just 25-months:



LIT has become a **powerhouse** in the Golden Triangle and the state of Texas, but also a '*tour de force*' on the 'national' education landscape.



College/TSUS Goals

'LIT Successes' *(2017 - 2018)*

Enrollment increased by 5%.

Retention increased 1st to 2nd year 3% as well as 2nd to 3rd year by 6%.

Graduation rates increased by 5%.

Online credit hours almost double (4302 to 8000).

Student loan default rates dropped (28% to 21%).

LIT endowment increased by 16% to \$3.8M.

Leveraging w/other TSUS Components (Dr. Johnson).

LIT/TSUS Goals are Important

'But so Are You'



'Your Place to Work'

Goal: One of the Best Places to Work

Respect for Staff/Faculty.

Health insurance from Day 1 (No Waiting).

Flex (Year-Around) so parents ***don't stress*** about dropping-off or picking-up children.

College Conversations (Ongoing Listening Sessions).

More college parties, picnics, and 'pats on the back.'

Employees "Take a Class" during the Day/Get Paid.

'Your Place to Work'

Reinvested 71% of nearly \$514,000 Cost-Savings back into Employees Perks, Raises, & established Equity.

Conducted Salary Analysis; give Progressive Raises.

Adjunct Pay increase from \$43.75 to \$45.00.

Online Course Development \$500.

Faculty Phased-In Retirement (50% Pay & 100% Ins).

Dept. Chair stipend increased from \$6,000 to \$9,000.

No One will Earn **less than \$12 per hr.** was \$10.43.

What's Next for LIT

Shared Vision (Growth & Excellence)

Master Plan: Acquisition of Property/New Buildings.

10-in-10: 10,000 Students by 2028.

Strengthening the Executive Team.

Enrollment, Retention, & Student Success.

Graduation Speaker 2018 (Mr. Joe Tortorice).



Questions

And Answers

