



Presidential Trivia

(Getting to Know Me)

You Might not Know?

- I'm fascinated by Bald Eagles.

My Favorite TV Show?

- Blue Bloods.

Most 'Fun' at LIT?

- Faculty Senate (Surprise B-Day).
- College 'Walk-Arounds.'

Defining My Leadership?

- Trust.

A SHARED
VISION
(Achieving Growth & Excellence)

Dr. Lonnie L. Howard
All Faculty and Staff
January 10, 2017

A SHARED VISION

No one has ever asked, “*What’s Your Vision for LIT?*”
Stakeholder responses focused on **Achieving Growth
& Excellence.**

Stakeholders

- ✓ Students - ‘*Livable-Wage*’ Jobs.
- ✓ Faculty/ Staff - Growth, Silos, & Marketing.
- ✓ Business/Industry - Skills Gap & Soft Skills.
- ✓ THECB (60x30)/TSUS (2020) - Improved Metrics.
- ✓ K12/ISDs - Stronger Partnerships.
- ✓ Community - More Outreach.



(Achieving Growth & Excellence)

The Last 6-Months

- then -

In 2017



(Achieving Growth & Excellence)

The Last 6-Months

Challenges

The Reorganization

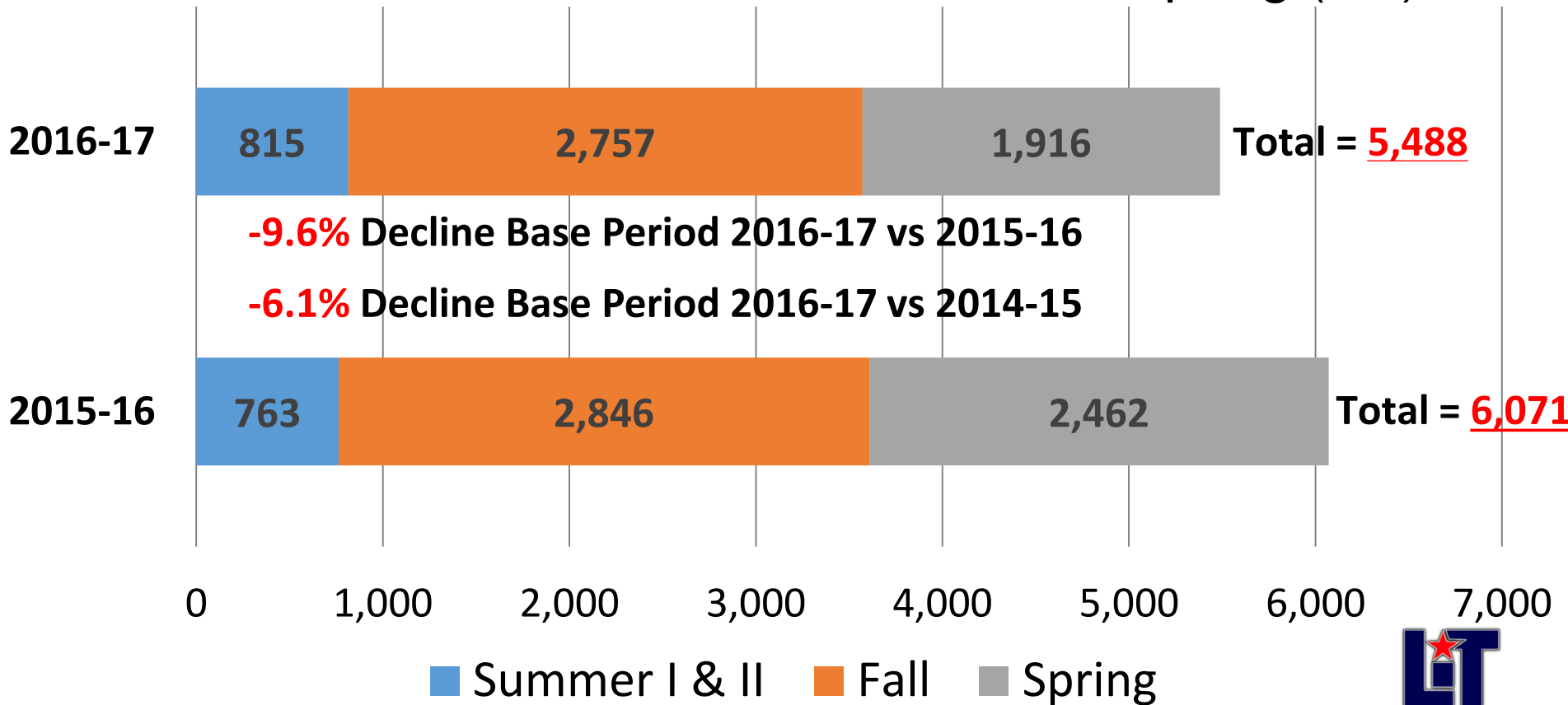
Solutions



The Last 6-Months

Challenge: Enrollment Decrease

Total Credit Headcount – Sum/Fall/Spring (BP)



The Last 6-Months

Challenge: Budget and Decrease

Total Operating Budget FY17

Education & General (state)	18.2M	
Designated (local)	7.5M	
Auxiliary Enterprises (local)	<u>2.4M</u>	(\$835,000 LU Srvcs.)
Total Budget	28.1M	

State Appropriations FY17

General Revenue Appropriation	8.8M	00.06% Increase from FY16
HEF Appropriation	2.6M	50.00% Increase from FY16

State Appropriations FY18

General Revenue Appropriation	Unknown
HEF Appropriation	2.6M

Annual Financial Statement FY16

Decrease in Net Position 1.1M

Note: \$2.2M Outsourced to LU



The Last 6-Months

The Reorganization

LIT: Fewer Employees per Student

TSUS 2-Year Colleges	LIT	LSC-PA	LSC-O
Enrollment Unduplicated FY15	6,946	3,768	3,583
Employees (IPEDS 2014)	254	258	217

254 LIT Employees

Employees	Faculty	Staff	Management
Total: 254	(154)	(80)	(20)
Repurposed	0	15	7
Eliminated	V-2	4/V-5	3/V-1
New	0	4	4

** Vacant (V) Position **



The Last 6-Months

Solution: President, You, & Community



YOUR WALL

The Last 6-Months

Solution: College Goals (pending)

1. Increase Enrollment and Student Success.
2. Expand Community and Business Opportunities.
3. Promote Excellence through Employee Training.

Notes:

Improved College Communication.

Respect for Faculty/Staff Senate Governance.



The Last 6-Months

Solution: The User Experience

Making Service Area Improvements



(Achieving Growth & Excellence)

In 2017

Strategic Plan 2017-2022

Student and Academic Success

General Updates



In 2017

Develop New Goals then...

LIT Strategic Plan 2017-2022

...then Annual “*State of the College*” Updates



In 2017

Student and Academic Success

Student Success Area:

- Mandatory Orientation and Advising – Fall.
- Starfish early alert system.
- Improving Financial Aid efficiency.

Academic Success Area:

- Program Viability?
- Marketable Skills?
- Accountability?
- Online and ISDs.



In 2017

General Updates



In 2017

General Updates

Grand Opening Dec. 2017

HR

TLC



Teaching and Learning Center (TLC)
Executive Director will Post: Jan. 11



In 2017

Other Job Postings

Advisor/Outreach Recruiter (1 FTE)

Advisor/Outreach Recruiter (1 FTE)

Career Services Coordinator (1 FTE)

TBD:

Special Assistant to the President (1 FTE)

Accountant (.5 FTE Finance./ .5 FTE Foundation.)



In 2017

Also Want Us to Talk About:

Staff taking Classes during the Workday.

Retirees: Phasing Out of Teaching.

Job Shadowing the President.

Recycling at LIT.



In 2017

LIT Foundation (Faculty and Staff):

- Better Understand the 'Role' of LIT's Foundation in Helping Us **Achieve Growth & Excellence**.
- Foundation Members are People of Influence Who care about LIT.
- Since Sept. 2009, **\$2.5M** has been Given in Scholarships.
- How can You become more Involved?



(Achieving Growth & Excellence)

Questions

Answers