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.
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 Luhnow, 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 1\textsuperscript{st} to 2\textsuperscript{nd} year 3\% as well as 2\textsuperscript{nd} to 3\textsuperscript{rd} 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’
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.
Reinvested 71% of nearly $514,000 Cost-Savings back into Employees Perks, Raises, & established Equity.

Conducted Salary Analysis; give Progressive Raises.

Adjunct Pay increase form $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