

College Conversation

Committees

(What, Why, How, & Your Charge)

Dr. Lonnie L. Howard
A College Presentation
June 19, 2018

Three College Goals

1. Increase Student Access, Success, and reduce Debt.
2. Be more Responsive to Business/Industry and the Local Community.
3. Promote Faculty/Staff (*Innovation & Training*).

- College Conversation -

What's the Purpose of Having a "College Conversation?"

Starting an Institutional Dialogue

Beyond just achieving our 3-College Goals and TSUS' Vision 2020 Targets, I want LIT to be ***One of the Best Places to Work*** in the region.

- College Conversation -

Why Create New Committees?

Why Three of Them?

Don't we have the Faculty & Staff Senates?

- Not Elected (so new voices - inclusion).
- Can interface w/Faculty & Staff Senates.
- Don't 'gripe;' but reconcile past, current, and future challenges.
- Committees mirror LIT's structure: **Staff, Budget, and Academic** (Faculty).

- College Conversation -

How Will the Committees Work?

Leadership

Each committee has a Vice President, but their role is to 'listen' and 'offer insight.'

Staff Committee - David Mosley

Budget Committee - Bonnie Albright

Academic Committee - Melissa Armentor

- College Conversation -

How Will the Committees Work?

Membership

1. Committees aren't a quick fix; serve 2-year terms, reappointment possible.
2. Free to discuss any issue or challenge.
3. Make recommendations to the President.
4. Begin by reviewing Budget Info, Faculty Senate, Staff Senate, and Administration Priority Lists, Survey Results, etc.

- College Conversation -

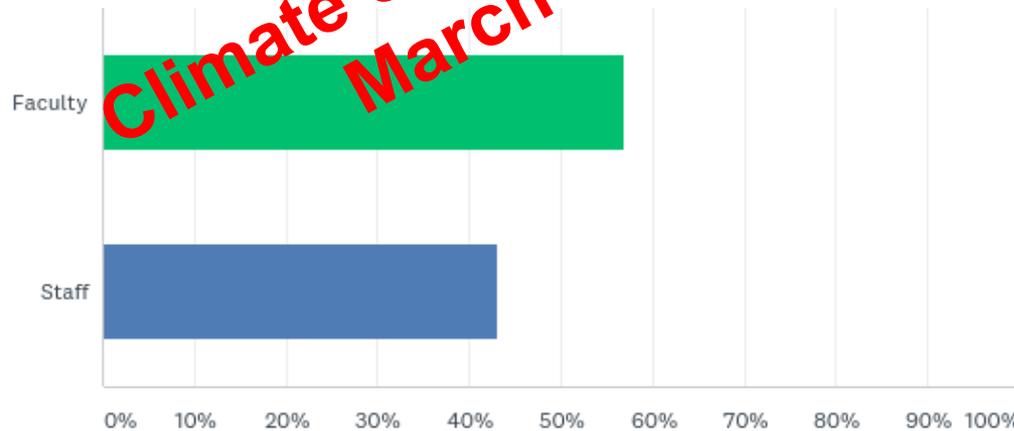
Top Priorities for Staff

1. Salary/Raises/Money
2. Communication/True Transparency
 - a. Campus Closure should be consistent with Lamar
 - b. Staff have more authority over webpages
 - c. Evacuation Plans for Campus
 - d. Supervisor Training for all Supervisors or Individuals who Desire to be Supervisors
 - e. Reduce Dependency from Lamar
3. Equity in Pay
 - a. Dual Jobs and being paid for one
 - b. Discrepancy in pay/positions
 - c. Stop Comparing LIT salary to Exxon Mobil
 - d. Covert Hiring Practices
 - i. Nepotism
 - ii. "Good Ole Boys Club"
4. Build Morale
 - a. Party in Quad good step but need more
 - b. Recognition for Good Evaluations
 - c. Respect for Staff
 - d. Leadership Team helping in the front line during Peak Times

Faculty & Staff Senate Priority Lists from Jan. 2018

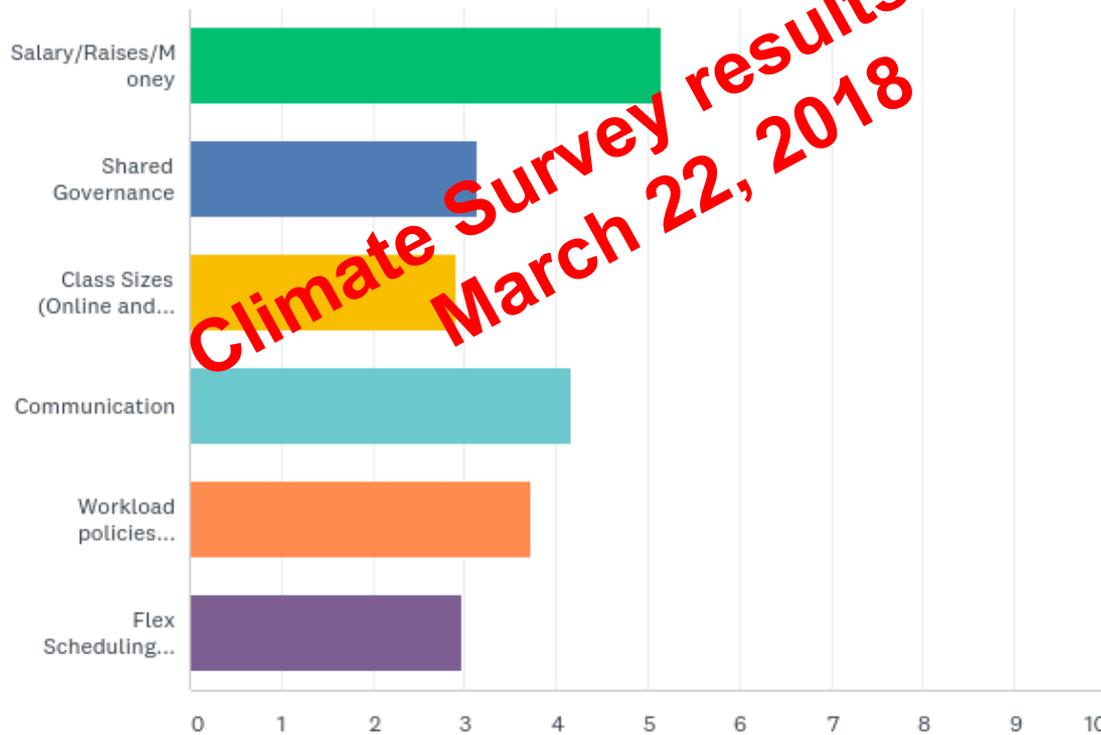
Q1: I am a Lamar Institute of Technology:

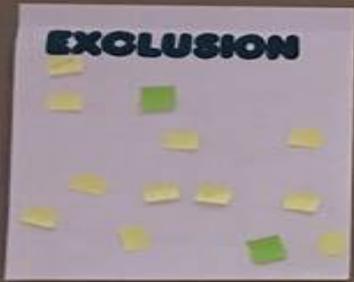
- Answered: 116 Skipped: 2



Q2: To help improve LIT, please rank the following topics in order of their importance to you:

- Answered: 117 Skipped: 1





Diversity & Teambuilding Survey
results from June 12, 2018



*Don't forget about what's
already been done*

We have moved in the 'right direction;'
there's been some **WINS**.

But begin reviewing Budget, Staff Senate
Priority List, Faculty Senates' Priority List,
Administrators' Priority Lists, Climate Survey,
and Other Info/Data.

- College Conversation -

Charge to the Committees

I Charge You:

Being named the Best Two-Year College in Texas in 2018 isn't enough, so **I charge you** to make LIT *One of the Best Places to Work* in the region.

It will take some time and we can't bury our heads in the sand about any past, present, or future challenges.

- College Conversation -



Your Comments & Questions

Committee Leaders Comments to You

- College Conversation -