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.
- **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)

- **2016-17**
  - Summer I & II: 815
  - Fall: 2,757
  - Spring: 1,916
  - Total = 5,488
  - **9.6% Decline Base Period 2016-17 vs 2015-16**
  - **6.1% Decline Base Period 2016-17 vs 2014-15**

- **2015-16**
  - Summer I & II: 763
  - Fall: 2,846
  - Spring: 2,462
  - Total = 6,071
The Last 6-Months

**Challenge:** Budget and Decrease

**Total Operating Budget FY17**
- Education & General (state): 18.2M
- Designated (local): 7.5M
- Auxiliary Enterprises (local): 2.4M ($835,000 LU Srvcs.)
- Total Budget: 28.1M

**State Appropriations FY17**
- General Revenue Appropriation: 8.8M (0.06% 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

<table>
<thead>
<tr>
<th>TSUS 2-Year Colleges</th>
<th>LIT</th>
<th>LSC-PA</th>
<th>LSC-O</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment Unduplicated FY15</td>
<td>6,946</td>
<td>3,768</td>
<td>3,583</td>
</tr>
<tr>
<td>Employees (IPEDS 2014)</td>
<td>254</td>
<td>258</td>
<td>217</td>
</tr>
</tbody>
</table>

254 LIT Employees

<table>
<thead>
<tr>
<th>Employees Total: 254</th>
<th>Faculty (154)</th>
<th>Staff (80)</th>
<th>Management (20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Repurposed</td>
<td>0</td>
<td>15</td>
<td>7</td>
</tr>
<tr>
<td>Eliminated</td>
<td><strong>V-2</strong></td>
<td><strong>4/V-5</strong></td>
<td><strong>3/V-1</strong></td>
</tr>
<tr>
<td>New</td>
<td>0</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>

** Vacant (V) Position **
The Last 6-Months

Solution: President, You, & Community
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

Grand Opening
Fall 2017
In 2017

General Updates

Grand Opening
Dec. 2017

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.
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 are Care about LIT.
- Since Sept. 2009, $2.5M has been Given in Scholarships.
- How can You become more Involved?
(Achieving Growth & Excellence)

Questions

Answers