

Institute for Academic Leadership

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Garbage Can Theory



First, is it still your Parent's Institution?

- Traditionalists (Born before 1946)
- Baby Boomers (1946-1964)
- Gen X (1965 – 1979)
- Millennials (1980 – 2000) (my daughter says that it is actually a “set of attributes” and is not based upon age)

Traditionalists

- The Greatest Generation
- Recession
- War
- Sacrifice
- Left a legacy in the way organizations are structured and many of those organizations have not changed
- Top Down Organizations

Baby Boomers

- ◉ Had economic power to create change
- ◉ NASA
- ◉ Very competitive
- ◉ Later Boomers have different memories
- ◉ 40-hour work week was an 80-hour work week
- ◉ Competitive, Optimistic, Idealistic

Gen Xers

- ◉ Emergence of 24 hour media
- ◉ MTV; Ted Turner – CNN
- ◉ Latch Key Kids
- ◉ Xers believe “there is a greater chance of seeing a UFO than receiving a social security check”
- ◉ Anticipate and prepare for Xer skepticism

Xers (cont)

- ⦿ Don't get defensive with Xers
- ⦿ Will lose their trust
- ⦿ Give them facts

Millennials

- ◉ Intensive Family Structure
- ◉ 30% of millennials 18 years or older live at home with their parents
- ◉ They strive for a cause and something to drive them
- ◉ Want to make a difference
- ◉ They do not feel like they have a political party

Millennials

- ⦿ According to my millennial daughter, “we are tech savvy and connected and want , for the most part, instant gratification, flexibility and opportunity for collaboration and career advancement”
- ⦿ Must meet them where they are. They may come meet you, but you better be ready to adjust

History of Public Higher Education in Florida



Photo by Carlton Ward Jr/CarltonWard.com

History (cont.)





History (cont)



History (Cont).

- Legislature had to build roads and higher education institutions in a hurry
- Set up a 2+2 system that is still strong today and is the envy of higher education systems in the United States
- Created a system of “junior colleges” and universities (many of which were not allowed to offer freshman and sophomore courses)

Today

- 340,000 students in the SUS. 12 institutions. Newest is FPU.
- 820,000 students in Florida College System at 28 separate institutions.

Structure of State University System

- Previously governed by a Board of Regents
- Legislation enacted in 2001 abolished Board of Regents and placed universities and community colleges under the State Board of Education. Legislation also established local Boards of Trustees
- In 2002 voters established the Board of Governors and maintained local boards

Board of Trustees

- Hire (subject to ratification by BOG) university presidents
- Generally are delegated broad power by the Board of Governors
- Members appointed by Governor and BOG. One additional faculty member and one additional student member

Florida Legislature



Randy's thoughts about the Legislature

- Hard working public servants
- Interested in the state making progress
- Generally more conservative than it has been in a number of years (but don't think that is just party affiliation)
- Because we are the 3rd largest state, many issues must be considered by the legislature
- Very professional staff

Legislature (cont)

- The public does not understand how higher education works
- The public talks to the Legislature about the inability of students to get classes, higher tuition, poor professors and bad football teams
- The Florida Legislature is more involved than legislatures in most states as far as decisions affecting universities, including curriculum

Issues that Generate Discussion

- ◉ Rising Tuition
- ◉ Completion Rates
- ◉ Administrative Costs
- ◉ Whether there is adequate focus on student success
- ◉ Inability to get courses
- ◉ Course schedules
- ◉ Efficiency of facility use
- ◉ Job Protections

Legislative Action (Cont)

- Creation of new programs and colleges
- FSU Medical School
- UCF Medical School
- FAMU Law School
- FIU Law School
- FAU Medical School

Legislative Action (Cont)

- 120 credit hours
- General education reform
- Developmental education reform
- Performance funding

Policy Entrepreneurs

- ◉ Bill and Melinda Gates
- ◉ Lumina
- ◉ Complete College America

Is the Compact Over?

Next Steps

Credits

- The information regarding Traditionalists, Baby Boomers, , Generation Xers and Millennials was adapted from a presentation by Kim Lear. See Lear@generations.com
- The photograph of Florida Technological construction site is part of the University of Central Florida photographic collection.