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)

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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

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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

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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
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
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.

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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)
340,000 students in the SUS. 12 institutions. Newest is FPU.
820,000 students in Florida College System at 28 separate institutions.
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
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
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?
The information regarding Traditionalists, Baby Boomers, Generation Xers and Millennials was adapted from a presentation by Kim Lear. See Lear@generations.comction.

The photograph of Florida Technological construction site is part of the University of Central Florida photographic collection.