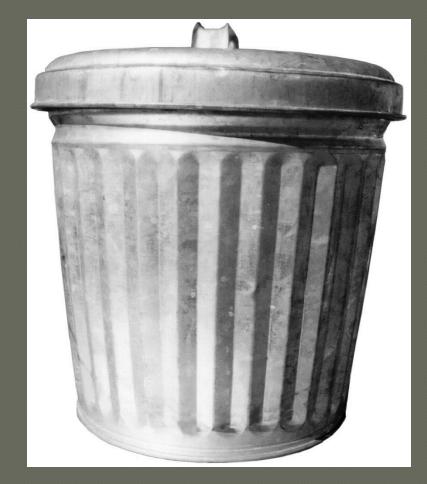
Institute for Academic Leadership

Randy Hanna

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



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

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

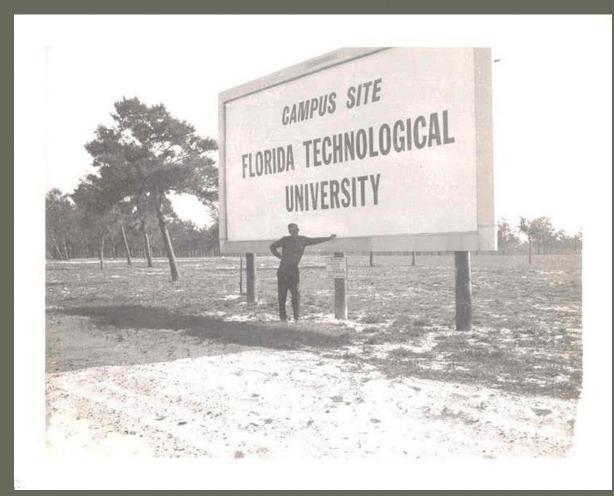


History (cont.)





History (cont)



History (Cont).

• Legislature had to build roads and higher education institutions in a hurry \odot 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.

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 <u>Lear@generations.comction</u>
- The photograph of Florida Technological construction site is part of the University of Central Florida photographic collection.