

# The Complex Community of Higher Education

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**Excellence in Online Learning Conference**

**Digital Generation: Learners in the 21st Century and Beyond**

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## Everyone contributes to student success

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Administration

Business/Operations

Faculty

Staff

Students

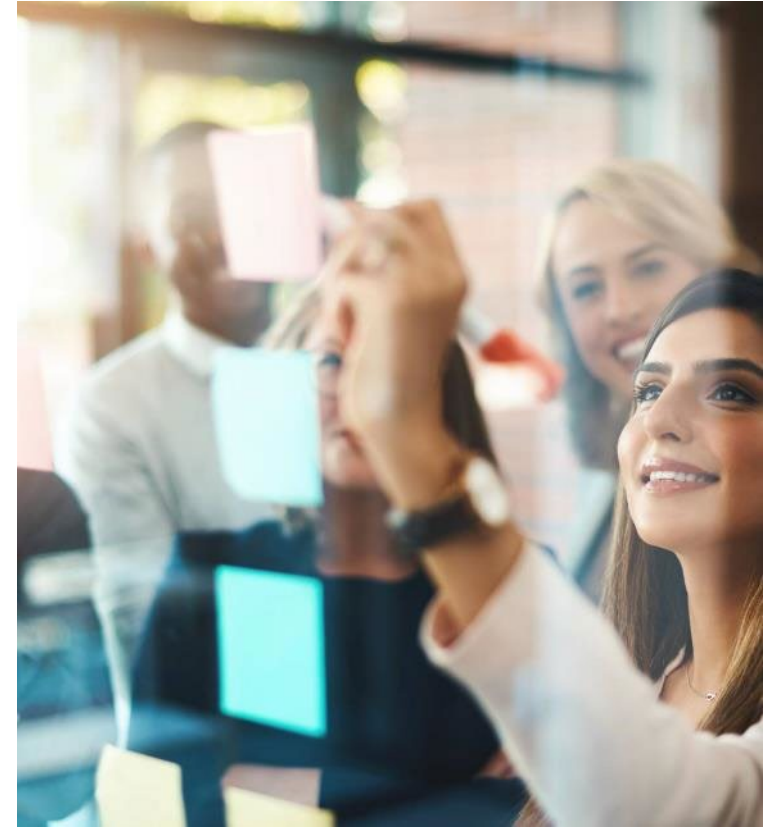
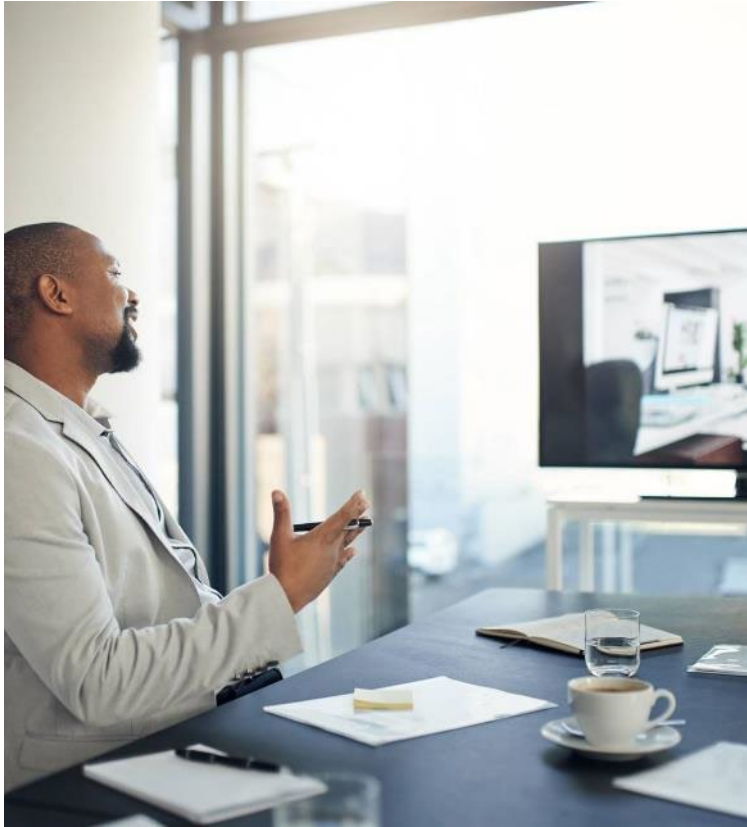


# Institutions

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Universities are highly complex communities, and although administrators do their best to develop their plans based on multiple fronts (i.e. institutional needs, mission & vision; demographic trends; enrollment patterns; and anticipated budgets) they can't predict the impact of every possible external factor.





# Landscape of Higher Education

# Current Challenges

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## EXTERNAL

- Decrease in state funding
- Political climate
- Public perception of higher ed
- Regulatory
- Competition

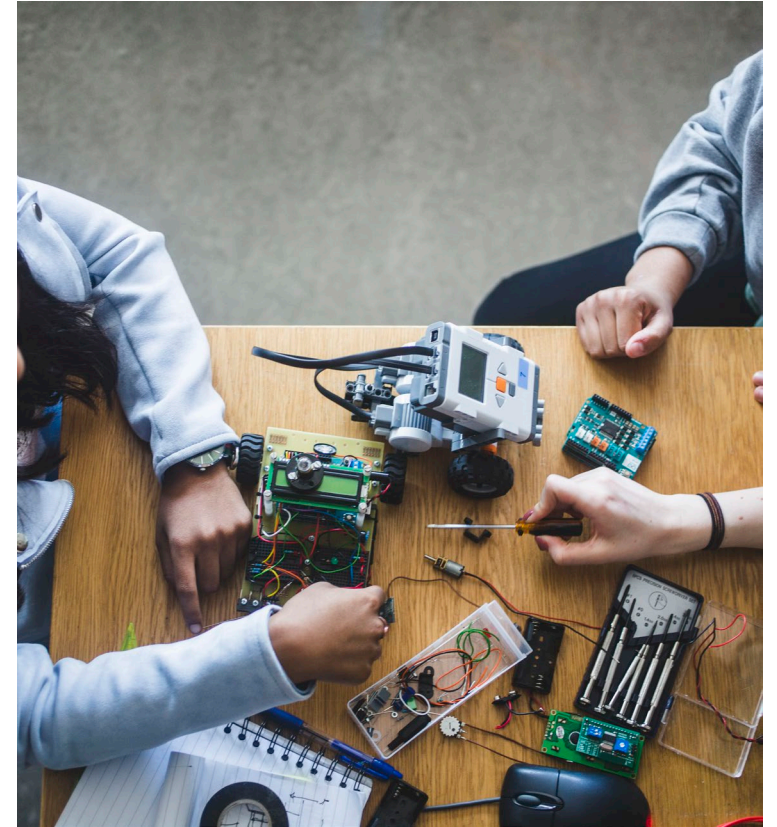
## INTERNAL

- Enrollment
- Retention
- Organizational processes
- Budgets
- Communication

## STUDENTS

- Mental health & wellness
- Academics
- Accountability
- Finances
- Living environments





# Fundamentals for Success

Collaborations

Communication

Engagement

# Leadership & Collaborations

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## Invest in your team

- Acknowledge their efforts
- Look for opportunities to develop

## Explore rewards:

- Workshops/Professional memberships
- Convey Confidence

## Genuinely acknowledge risks, issues, & concerns:

- Express willingness to address them
- Be resilient

## Demonstrate confidence, belief, and advocacy for University and Team:

- Learn from victories and setbacks
- Building relationships are just as important as completing tasks
- Accept change as a constant variable
- Be intentional with developing your teams @ all levels
- Must hold all accountable to the expectations set and the demanded deliverables

# Communication & Engagement

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## Be Transparent

### Communicate in the same manner

- Emails/Calls/Meetings
- Open House functions
- Email updates

## Motivate

- Excuses are barriers

## Take responsibility for the team

## Provide constructive feedback

## Delegate to Empower

## Do you know your team?

- What are the commonalities you can build upon?
- What deficits do you need to identify and solve for in order to build or strengthen your team?

## Build effective and empowered leaders via their authentic skills and talents

- Do you know where they want to go with their careers?
- What is their passion?
- How do they motivate?
- What are their abilities/strengths?





# Challenges as Opportunities

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# For Consideration...

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Fixed vs Growth Mindset- Dr. Carol Dweck

Blue Ocean Strategy-Renée Mauborgne and W. Chan Kim

SWOT

Work Swarms

S.M.A.R.T. Meetings™

Simple/Mindful/Authentic/Realistic/Transparent

journey optimistic  
pride inspire  
success inclusive resilient  
ancestral innovative thoughtful  
zealous traditional  
opportunity  
transforming

What does UTRGV mean to you?



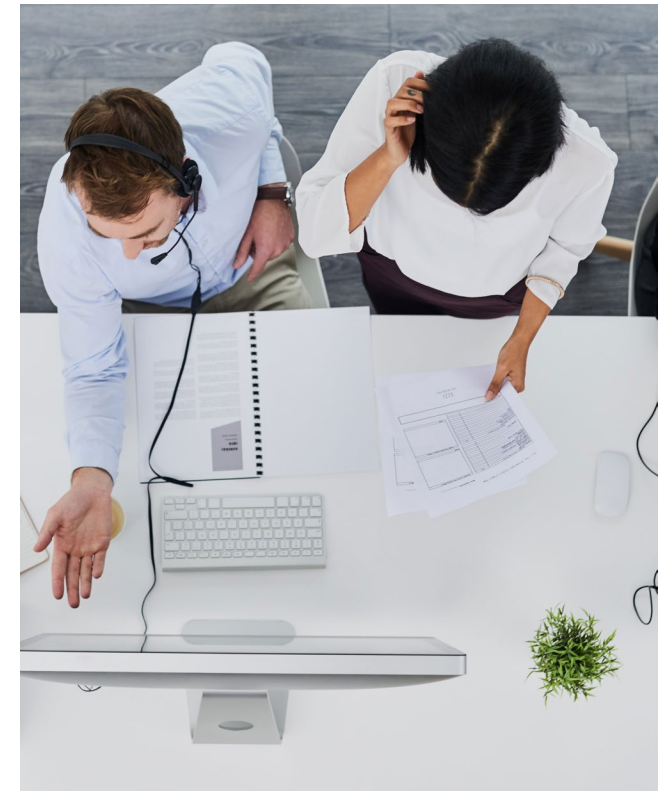
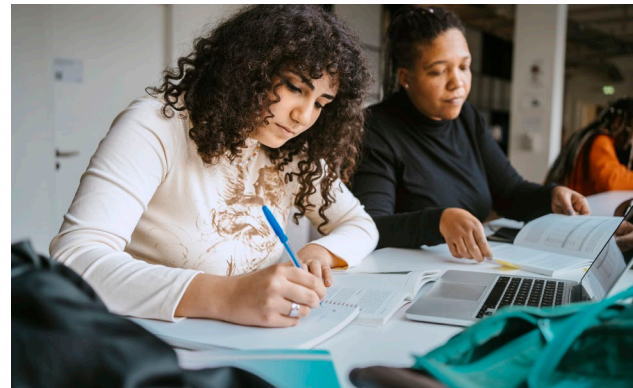
# Moving Forward

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The intentional effort can build effective, empowered leaders and teams at each level.

Remember that every effort creates effective, dynamic groups that support and retain faculty, staff & students.

Engaged and fulfilled colleagues convey that same excitement into the classroom.



thank  
you

# Let's Stay Connected!

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