

January 12, 1999
gov.lctcl.wpd.

**Governor Murphy J. "Mike" Foster
Charge to the Board of Supervisors of the
Louisiana Community and Technical College System (LCTCS)**

I am charging the Board of Supervisors of the Louisiana Community and Technical College System to ensure:

A. Implementation of the new management approach for community and technical colleges.

	<i>The Old Way</i>	<i>The New Way</i>
1	Local direction/control. Presidents or directors directly responding to requests of local members of management boards and local legislators.	Statewide direction/control. All presidents and directors work to fulfill the new board's mission through the board's CEO and staff.
2	Local sense of responsibility. President or director committed to what's best for individual campuses.	Statewide sense of responsibility. Presidents and directors committed to best ways to fulfill their part of statewide mission of LCTC System.
3	Independent view of service. President or director offering as many courses and programs as possible using the resources assigned to his/her campus.	Cooperative view of service. Presidents and directors work to ensure that local needs are met in the most effective way, regardless of which campus' resources, credits or programs are involved.
4	Hiring/promotion/reward/release of faculty and staff by political or local pressure. Staffing decisions made for local, personal, or political reasons.	Hiring/promotion/reward/release of faculty and staff by experience and need for specialized services. Staffing decisions made based upon need for and value of services offered.
5	Mission following money. State funding based upon credit or clock hour production and/or number of people employed.	Money following mission. State funding based upon performance, value of services rendered, and effectiveness of inter-institutional cooperation.
6	Employee-centered programming. Programs offered at times and in modes convenient for faculty.	Student/Employer-centered programming. Programs offered at times and in modes convenient for students and employers.

7	Focus on campus development. Plans, programs, and reward systems based upon best interests of campus.	Focus on workforce, economic development, and cultural enhancement. Plans, programs, and reward systems based upon responsiveness to workforce needs, positive impact upon economic development, and cultural enhancement.
8	Campus CEO as politician with knowledge of education. Presidents and directors functioning in response to vested political interests.	Campus CEO as educational leader/manager with awareness of political interests. Presidents and directors functioning as educational leaders and managing resources effectively and cooperatively to meet educational needs.

B. That the Board will function as a corporate body with the interests of citizens, employees, workforce, economic development, and cultural enhancement as guiding principles.

Even though most members are appointed by Congressional Districts, as board members their purpose is not to protect or control campuses located within those districts. They are to function as a corporate board with statewide interests uppermost in their minds.

C. Establishment of continuous evaluation of the effectiveness of the system and campus CEOs and/or the programs offered by the campuses.

The Board is not to micromanage the institutions assigned to it. It is to ensure the establishment and continuous evaluation of the effectiveness of its CEOs and programs.

D. The system CEO possesses the proper vision and leadership abilities.

E. As in the language of the legislation, the system of postsecondary institutions, within its charge, shall:

"Maximize the use of facilities, faculties, and other resources already in place to provide for the education and training of students and to increase access to such education and training..."

January 12, 1999
gov.lctcl.wpd.

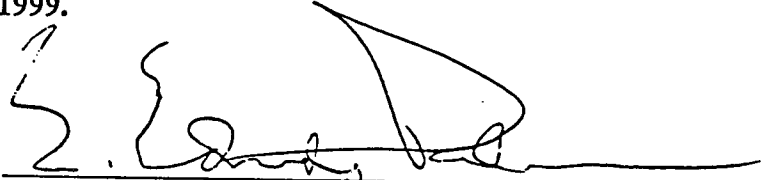
This will require entirely new concepts of institutional planning and cooperation. It also requires a new reward system which will recognize inter-institutional cooperation.

I expect new levels of educational leadership and effective management on the part of the State's two-year campus CEOs and their staffs. Appropriate orientation sessions for members of the new Board, its staff, campus CEOs and their staffs have been planned. I am confident in the postsecondary leadership's ability to function in this new way, and I look forward to the results of their leadership.

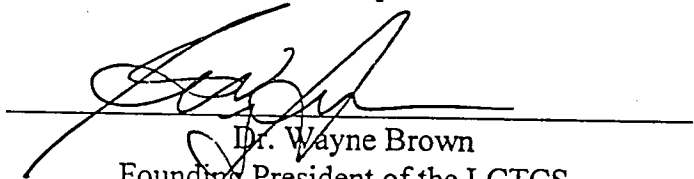


Governor M. J. "Mike" Foster, Jr.

Presented to and adopted by the Board of Supervisors of the Louisiana Community and Technical College System on January 12, 1999.



E. Edwards Barham, Chairman of the LCTCS
Board of Supervisors



Dr. Wayne Brown
Founding President of the LCTCS
Board of Supervisors