



Transforming Higher Education

Loving Our Students to Success

Dr. Russell Lowery-Hart | Austin Community College District

Meet Maria

- Age: 26 Years Old
- Woman of Color
- Two Part-Time Jobs
- Raising a Family
- Enrolled Part-Time

Every system is perfectly designed to get the results it does.

— Walter Deming, Out of the Crisis

Change will require urgency, audacity,
and grace.

— Falecia D. Williams, 2023 Lecture

Our jobs are not to keep the train on the tracks. Our jobs include making sure that everyone is on the train.

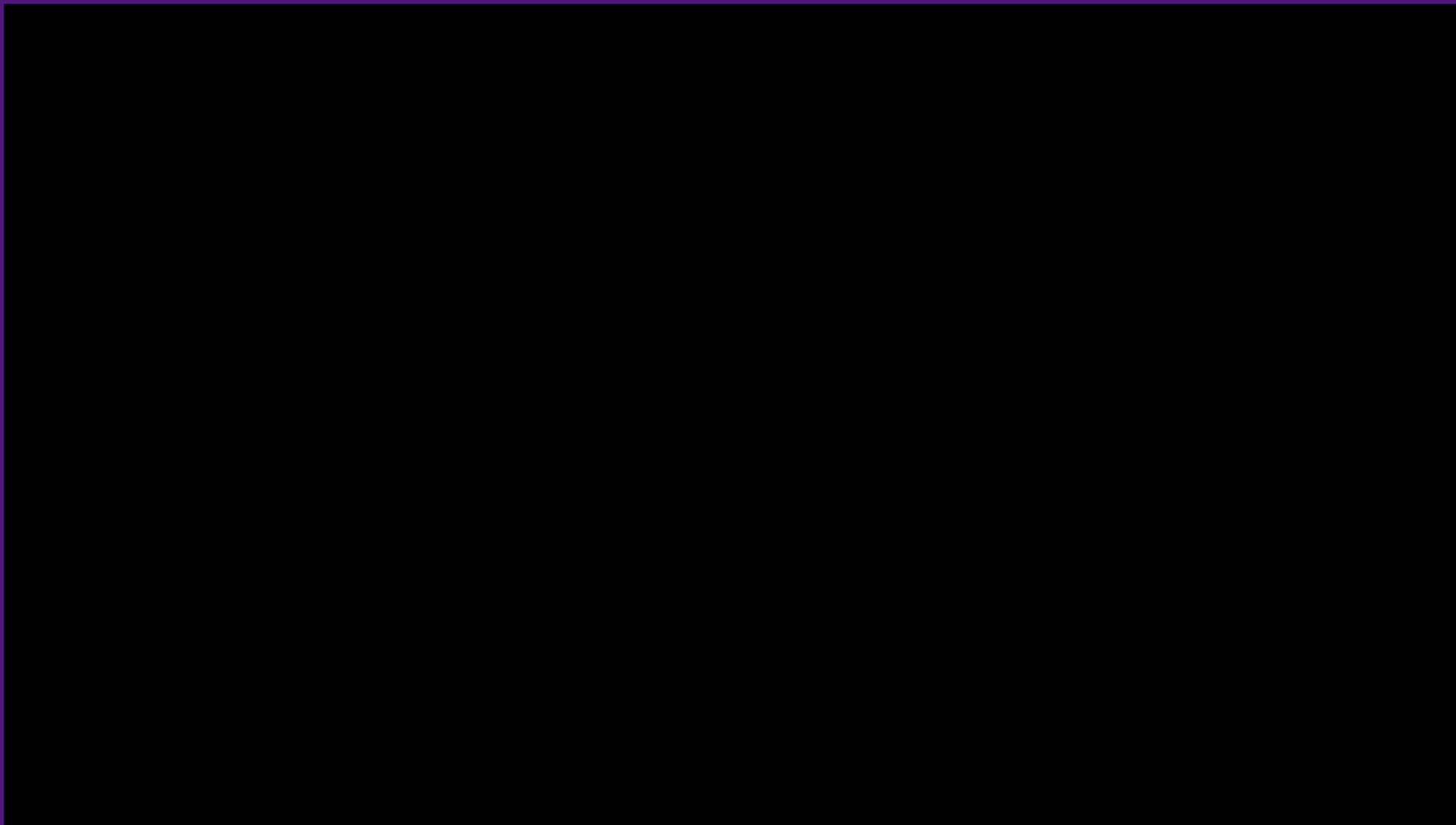
— Greg Haile, 2021 Lecture

We must take the people where they are and carry them as far as they can go within the assigned function of the system.

— Dallas Herring Challenge



Leadership Philosophy



STEVE HARTMAN – ON THE ROAD WITH A TINY SUPERHERO



... actions that openly and honestly express care, affection, responsibility, commitment, and trust.

— bell hooks, All About Love

...were a love ethic informing all public policy in cities and towns, individuals would come together and map out programs that would affect the good of everyone.

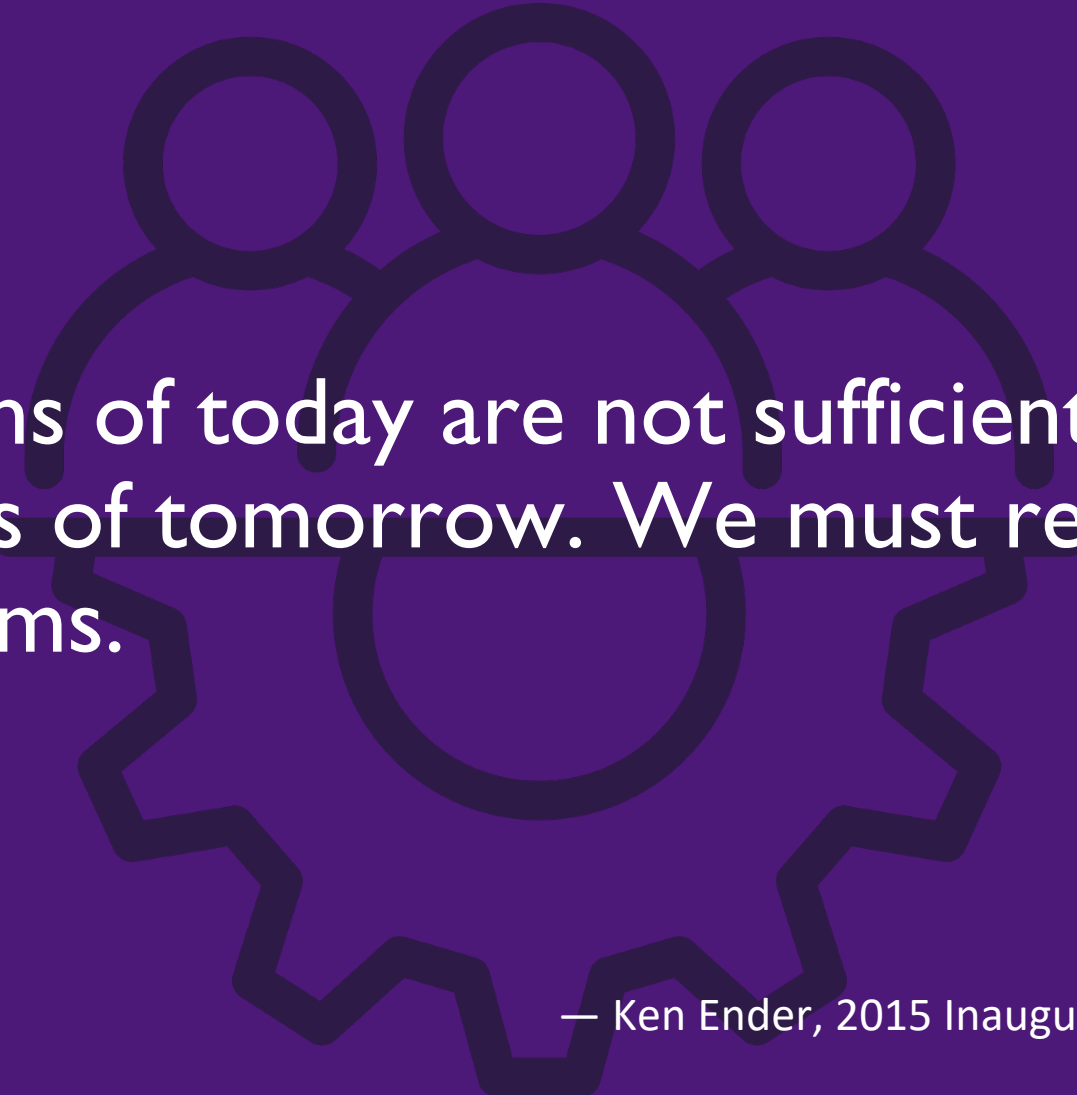
— bell hooks, All About Love



Transformative Leadership

Love is as important as work, as crucial to our survival as a nation as our drive to succeed.

— bell hooks, All About Love

A large, faint background graphic in white. It consists of three stylized human figures (represented by circles for heads and curved lines for bodies) positioned above a large gear. The figures and gear are rendered in a simple, outline style.

Institutions of today are not sufficient for the challenges of tomorrow. We must reimagine our systems.

— Ken Ender, 2015 Inaugural Lecture



Framework for Transformation

All spheres of American life – politics, religion, the workplace, households, relations – should and could have as their foundation a love ethic.

— bell hooks, “All About Love: New Visions”

Close equity gaps through community collaboratives,
focused on economic alignment.

— Mike Flores, 2022 Lecture



How It Feels

We must move our gaze from student deficits to institutional readiness.


— Pam Eddinger, 2020 Lecture




CHANGING CULTURE

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Listening to Students

- 
 Know the students we **have**.

- 
 Not the students we thought or wished we **had**.





Students need us to do more than “tinker” with systems improvement.

— Sandy Shugart, 2019 Lecture

CHANGING CULTURE

Identifying a Theory of Change

- Start Strong
- Systems to Enroll Full-Time
- Meet Basic Needs
- Culture of Belonging & Purpose





Institutional Values



Courage.
Compassion.
Joy.
Yes.



Shared Vision & Goal



CHANGING **IMPACT**



Data Summits



**Building an
Innovative Muscle**



All about SCALE ...

Scale is the difference between simply award-winning programs and life-changing institutions.

—Evaluate & Scale



Professional Development

Teaching must be the foundation on which reformation is built.

—Karen Stout, 2018 Lecture



Budget for Investment



CHANGING COMMUNICATION

Two overlapping speech bubble outlines in a dark purple color. The top bubble is partially obscured by the bottom bubble, which is larger and has a tail pointing towards the bottom right.

Conversations with the President

A large, dark purple outline of a speech bubble is centered on the page, containing the main text.

**Org Charts are NOT
Communication Plans**



Radical Transparency & Radical Simplicity



Board Leadership



**Changing
My Leadership**



Changing Higher Education

Change higher education with a College
3.0 Mindset.

— Josh Wyner, 2016 Lecture



Changing Higher Education

We need to recognize our duty, as college educators, to the country, to the people struggling to find their place in a changing world...

— Eduardo Padrón, 2017 Lecture

... We need to fulfill our obligation to work with a new generation of students. We need to embrace the understanding that talent is universal, but right now, opportunity is not.

— Edwardo Padrón, 2017 Lecture

My name is Raghad Al-Hussein.





Love.

Thank You

