

**BEING A CHANGE  
AGENT IN A TIME OF  
NEED**

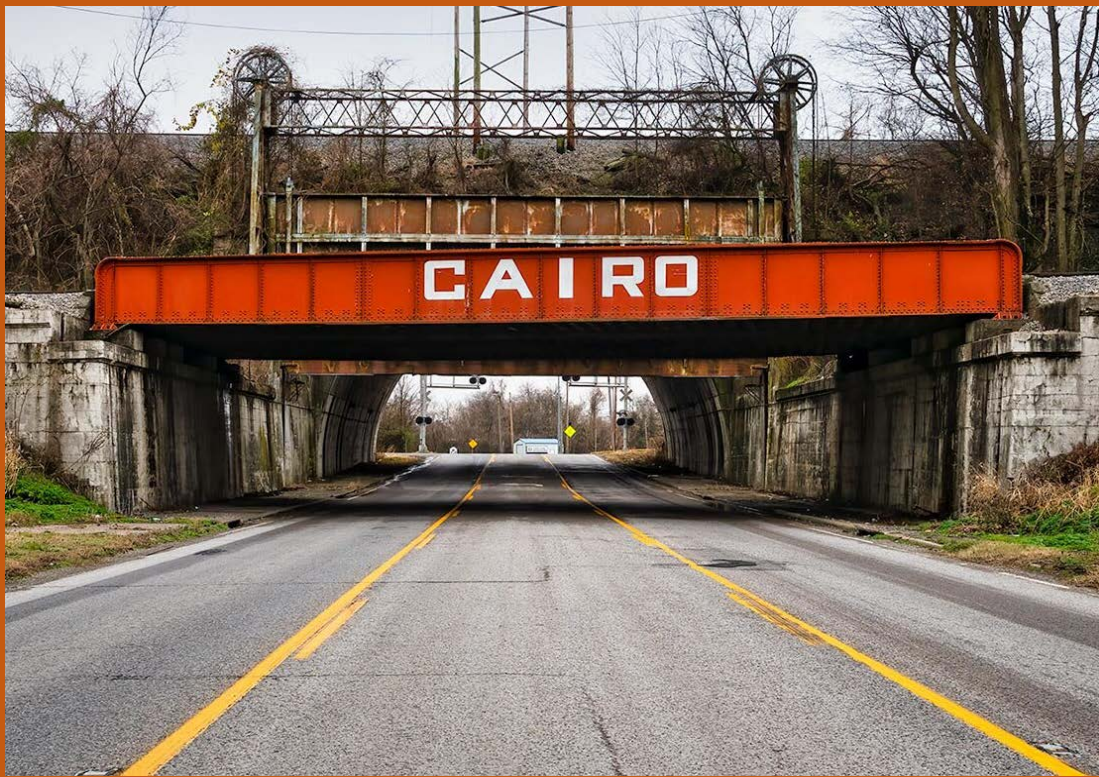
**PRESENTED BY JEFF MCGOY**

**Jeff McGoy**  
**Vice President of Student Affairs**  
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- **Adolescent Specialist : Nov. 1998-Jun. 1998**
- **ACT Case Manager : Jul. 1999-Jan. 2000**
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- **Youth Counselor : Jul. 2000-Aug. 2001**
- **Admissions Counselor/Acad. Advisor : Aug. 2001-Aug. 2006**
- **Admissions Coord. : Aug. 2006-Jan. 2009**
- **Coord. Of New Student Prog. : Jan. 2009-Nov. 2010**
- **Director of TRiO SSS : Nov. 2010-Aug. 2013**
- **Asst. Dean of Students : Nov. 2013-May 2019**
- **Acting Dir. NSP : Nov. 2013-May 2014**
- **Student Ombudsman : Sep. 2016-May 2019**
- **Director of Exploratory Student Adv. : Jun. 2019-Nov. 2023**
- **Adjunct Instructor : Aug. 2001-Jul. 2024**

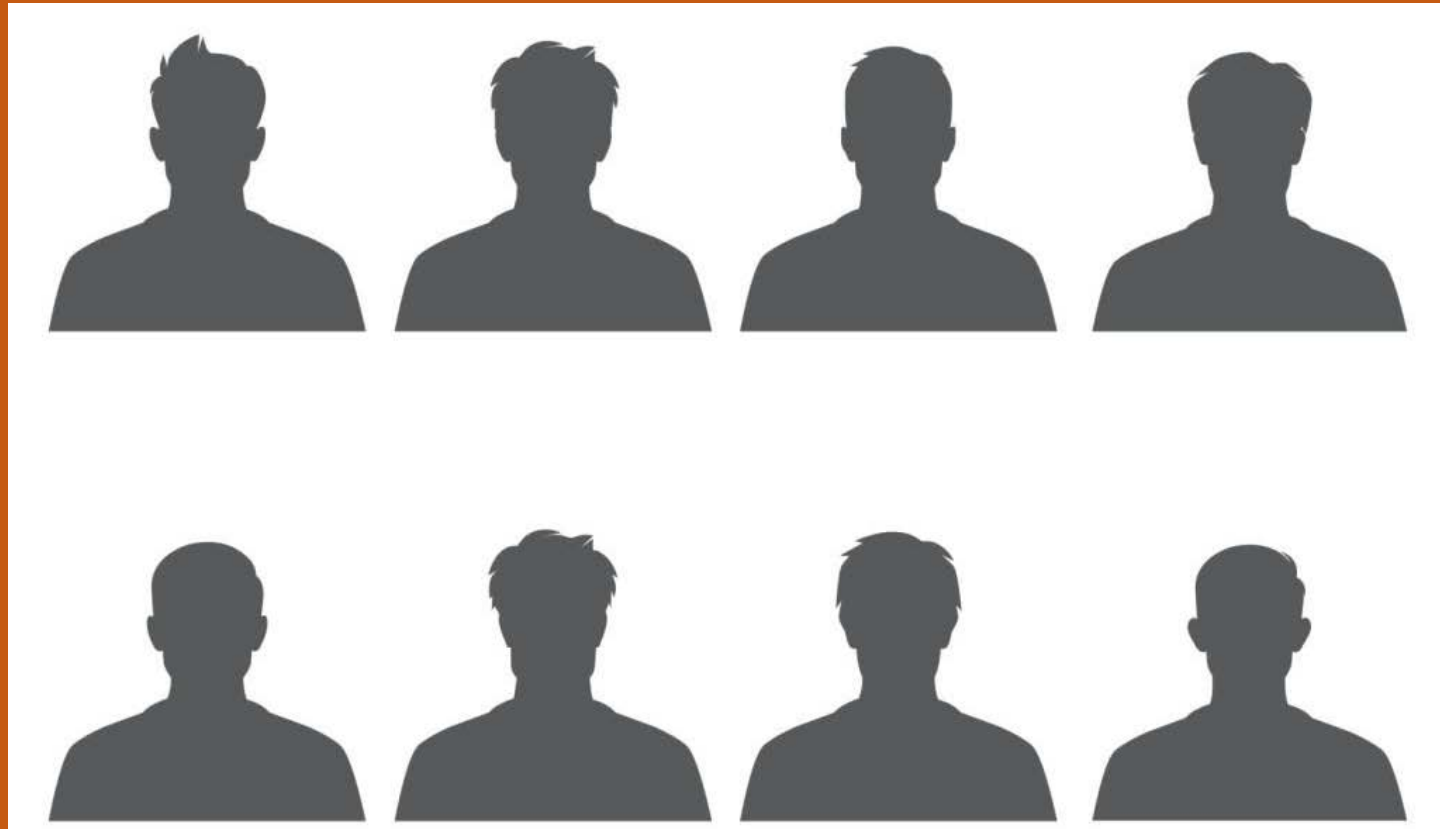








# Pictures of Self from Childhood Would Be Placed Here...Representing Changes over Time



# Pictures of Self from Teenage Years to Present Would Be Placed Here...Representing Changes over Time



**Question #1:**

**What is one thing that is  
the most constant in life?**

## **Question #2:**

**What is the one thing almost everyone wants but so many are afraid of?**





C



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# Definition of Change:

**“To make the form, nature, content, future course, etc., of (something) different from what it is or from what it would be if left alone.”**

[https://www.dictionary.com/browse/change#google\\_vignette](https://www.dictionary.com/browse/change#google_vignette)

**LIFE OFFERS US A FEW  
SYMBOLS OF CHANGE...**













**Connection between all living things:** Leaves are an important part of the ecosystem and connect all living things.

**Fertility and growth:** Leaves are symbolic of fertility and growth.

**Healing and positive change:** Some leaves, like the ivy leaf and the ginkgo leaf, are associated with healing and positive change.

**Virtues and qualities:** In heraldic coat of arms, leaves can represent different virtues or qualities. For example, oak leaves represent strength, heroism, and victory, while grape leaves represent plenty, freedom, and rebirth.

-Generative AI

Leaves can symbolize change in many ways, including:

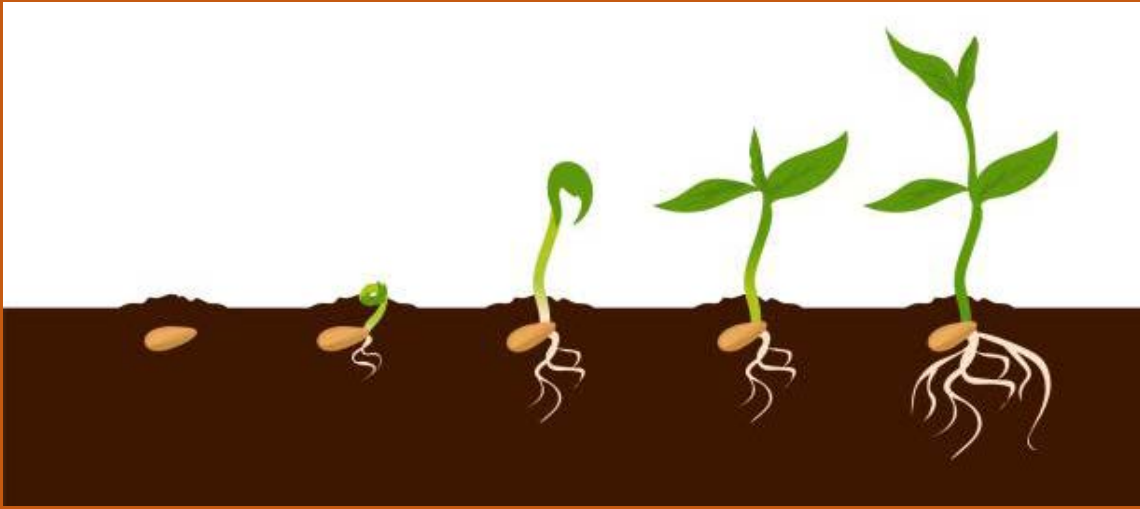
**The changing seasons:** Leaves change color with the seasons, representing the changing of the year. The green leaves of spring and summer represent hope, renewal, and revival, while the red, orange, and yellow leaves of fall represent the changing season. Fallen leaves represent the final stages of the circle of life: decline and death.

**Spiritual growth:** The expression "turning over a new leaf" is a metaphor for spiritual growth and a major change in life or behavior.

**The passing of time:** Leaves change with the seasons, representing the passing of time.







**Seeds can symbolize change in many ways, including:**

- Hope:** Seeds can represent hope and a new beginning.
- Survival and rebirth:** Seeds are a metaphor for survival and rebirth.
- Spiritual journey:** In faith traditions, seeds are used to illustrate the spiritual journey and moving from one season to another.
- The process of living and dying:** Seeds are a rich symbol of the process of living and dying.
- Nature:** Seeds can be a powerful message about how important nature is.



**Seeds can also be symbolic of: The beginning and the end, Hope for the next generation, Life, and The future.**



**Butterflies symbolize change and transformation because of their remarkable metamorphosis from caterpillar to butterfly:**

**New beginnings**

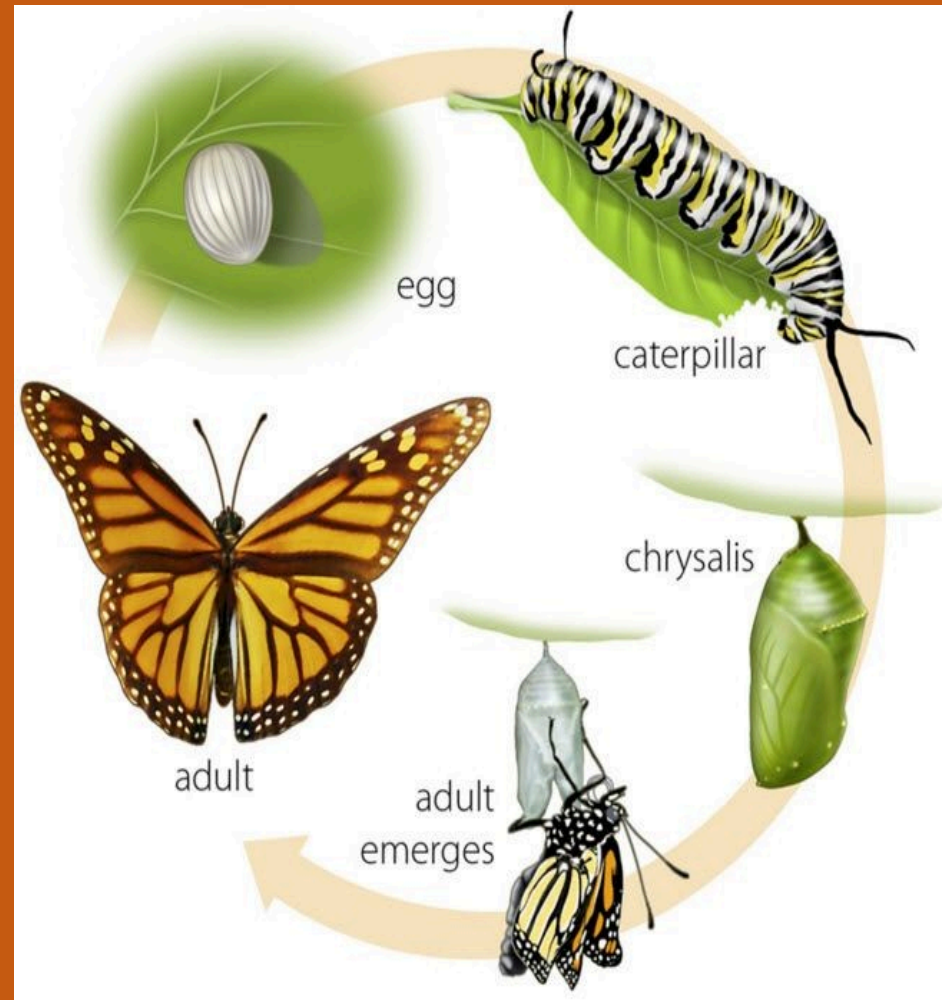
•The butterfly's transformation from egg to larva to butterfly represents hope and new beginnings.

**Personal growth**

•Butterflies symbolize the ability to change and evolve, and the power to overcome challenges.

**Freedom**

•Butterflies represent freedom, lightness, and joy, and remind us to let go of burdens.



**Trust the process**

•Seeing a butterfly can be a message that you are about to go through your own rebirth or metamorphosis, and a reminder to trust the process.

**Appreciate the now**

•Butterflies serve as a reminder of the transient beauty of existence and encourage us to appreciate the now.

Butterflies are also associated with grace and elegance, and are a popular motif in the arts, fashion, and jewelry. The Greek word for butterfly, psyche, is the same word used for soul, and this association is found across many cultures.

The chameleon symbolizes the power of change. Embracing the chameleon's energy means staying open-minded and adaptable when life presents challenges. When faced with transitions, draw on the chameleon's wisdom. You can take small steps like setting new goals or learning new skills to empower yourself through change. With each transformation, you cultivate resilience and strength, allowing you to thrive in any circumstance.

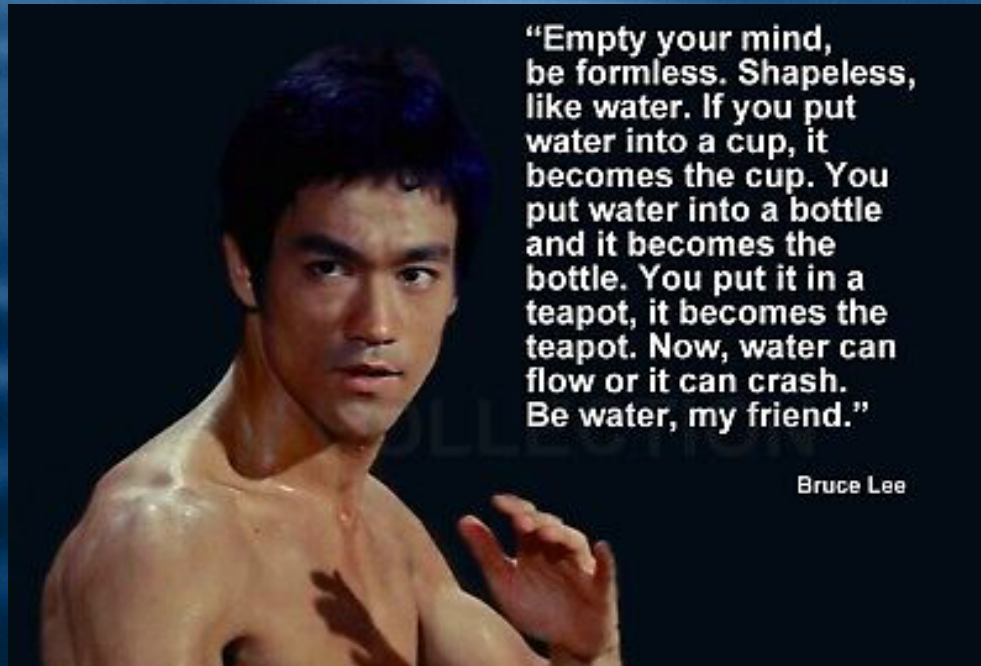
One of the most common interpretations of chameleon symbolism is transformation. Because these reptiles can change color to blend in with their environment, they're often seen as a symbol of adaptability and the ability to change oneself to fit in with different situations and people.

Chameleons are also known for their distinctive eyes, which can move independently and provide a 360-degree view of their surroundings. This has led to their association with clairvoyance and the ability to see things from multiple perspectives. Chameleons are a reminder to stay true to oneself and embrace change as a natural part of life.





**Water is a symbol of transformation because it constantly changes form and shape, from liquid to vapor to ice.**







Phil Knight, the co-founder of Nike, believed that change is a catalyst for growth and that businesses must adapt or die. Here are some of his thoughts on change:

### **Embrace change**

- Knight believed that businesses should embrace change and not avoid it. He started Nike in 1964 by cutting hours at his accounting job to launch a shoe company from the trunk of his car.

### **Be the first to understand the consumer**

- Knight believed that businesses should be the first to understand the importance of the consumer and the brand.

### **Constantly evolve**

- Knight believed that businesses should constantly evolve with new technology and changing trends. For example, Nike has used digital platforms like Facebook, YouTube, and Google to reach young audiences.

### **Be willing to take action**

- Knight believed that businesses should take action, show up, and face reality. He also believed that businesses should start with one task to clear their mind.

### **Learn from mistakes**

- Knight believed that businesses should learn from mistakes and move on. He said that businesses should not beat themselves up over spontaneous decisions, but instead learn from them.



**AIR JORDAN 1**



**AIR JORDAN 2**



**AIR JORDAN 3**



**AIR JORDAN 4**



**AIR JORDAN 5**



**AIR JORDAN 6**



**AIR JORDAN 7**



**AIR JORDAN 8**



**AIR JORDAN 9**



**AIR JORDAN 10**



**AIR JORDAN 11**



**AIR JORDAN 12**



**AIR JORDAN 13**



**AIR JORDAN 14**



**AIR JORDAN 15**



**AIR JORDAN 16**



**AIR JORDAN 17**



**AIR JORDAN 18**



**AIR JORDAN 19**



**AIR JORDAN 20**



**AIR JORDAN 21**



**AIR JORDAN 22**



**AIR JORDAN 23**



**A TIME OF NEED...**



## **A Time of Need in Higher Education**

**Higher education is experiencing a "time of need" due to various significant challenges that are reshaping the landscape of colleges and universities. These challenges include:**

### **1. Student Access and Affordability**

**Rising tuition costs and student debt are making college increasingly inaccessible for many, particularly low-income students and underrepresented groups. The increasing cost of education creates barriers and fewer students pursuing higher education.**

### **2. Mental Health Crisis**

**College students face heightened stress, anxiety, and mental health issues. Institutions are grappling with how to provide adequate mental health services as demand continues to grow. This is a critical area requiring urgent support, as mental well-being significantly affects student success and retention.**

### **3. Declining Enrollment**

**Many institutions, particularly community colleges, are experiencing declining enrollments due to shifting demographics, fewer high school graduates, and increased competition from alternative education models, such as online and vocational training programs.**

### **4. Equity and Inclusion**

**Despite efforts to improve diversity, colleges still struggle to close equity gaps in graduation rates for marginalized groups. Supporting first-generation students, students of color, and those from low-income backgrounds is a pressing need for many institutions.**

## **5. Technological Transformation**

**The COVID-19 pandemic accelerated the adoption of online learning, but many institutions are still adjusting to the new realities of hybrid education. Colleges must continue to invest in technology infrastructure and digital learning tools to meet the needs of tech-savvy students.**

## **6. Financial Sustainability**

**Public and private institutions alike are facing financial strain due to reduced government funding, shrinking endowments, and increasing operating costs. Many are reconsidering their financial models, looking for ways to cut costs while still maintaining quality education.**

## **7. Workforce Alignment**

**There is increasing pressure on higher education institutions to align their programs with the needs of the workforce. As industries evolve, institutions are tasked with ensuring students are prepared with the necessary skills for emerging jobs, particularly in fields like STEM, healthcare, and technology.**

## **8. Crisis in Leadership**

**Leadership in higher education is also a concern, as many universities face administrative turnover and the need for visionary leadership to navigate these challenges. The need for change agents who can guide institutions through these crises is more pressing than ever.**

## **9. An Ever-Changing World**

**Can be a challenge to keep up with the constant change society and our world brings.**



# AN AGENT OF CHANGE

An agent of change is someone who actively facilitates and drives transformation within an organization, community, or society. Here are some key characteristics and roles that define an effective agent of change:

### **1. Visionary:**

They have a clear vision of what needs to change and can articulate the benefits of that change to others.

### **2. Influential Communicator:**

They possess strong communication skills, allowing them to inspire and engage others, building support for the change initiative.

### **3. Empathetic Leader:**

They understand the concerns and emotions of those affected by change, demonstrating empathy and providing reassurance during transitions.

### **4. Innovative Thinker:**

They are open to new ideas and approaches, encouraging creativity and problem-solving in the face of challenges.



## **5. Resilient:**

They are adaptable and able to navigate setbacks, demonstrating persistence and a positive attitude in overcoming obstacles.

## **6. Collaborative:**

They work well with diverse teams, fostering collaboration and inclusion to harness a wide range of perspectives and skills.

## **7. Knowledgeable:**

They possess a deep understanding of the context in which the change is occurring, including industry trends, organizational culture, and stakeholder needs.

## **8. Action-Oriented:**

They are proactive in implementing change, setting clear goals, and developing actionable plans to achieve desired outcomes.

# BECOMING AN AGENT OF CHANGE IN OUR PROFESSIONAL LIVES

Here are some professional questions to ask yourself  
about change:



**1. Why is change necessary in my professional life right now?**

Is this change driven by industry trends, personal dissatisfaction, or growth opportunities?

**2. What specific skills or areas do I need to improve or adapt to succeed in this change?**

Am I equipped with the right competencies, or do I need further training or development?

**3. How will this change impact my long-term career goals?**

Will this move bring me closer to achieving my professional vision or divert me from it?

**4. What risks am I taking by making this change, and are they worth it?**

Are there potential setbacks such as financial uncertainty, job instability, or reputational risks?

**5. How will this change affect my current responsibilities and relationships at work?**

Will it impact team dynamics, client relations, or other professional commitments?

**6. What opportunities might arise from this change?**

Could this lead to promotions, new roles, or expanded networks?

**7. Who can I turn to for advice or mentorship during this transition?**

Are there colleagues, mentors, or industry leaders who have gone through similar changes?

**8. Am I prepared to manage the stress and uncertainty that comes with professional change?**

What strategies can I put in place to maintain focus and productivity during this time?

**9. How will this change improve my overall job satisfaction and work-life balance?**

Is this change likely to make me happier in my day-to-day role, or is it just a short-term solution?

**10. What's the worst-case scenario if this change doesn't work out, and how can I recover from it?**



# EMBRACING THAT ROLE IN OUR IN OUR PROFESSIONAL LIVES

Being a change agent in higher education, particularly within registrar and admissions roles, involves proactively driving improvements that enhance student experiences and institutional effectiveness. Here are some ways to embody this role:

## 1. Process Improvement

- Streamline Admissions Processes:** Identify bottlenecks in the application and enrollment processes. Implement technology solutions to automate routine tasks, improving efficiency and reducing processing time.
- Enhance Data Management:** Advocate for better data systems to track student progress and outcomes, ensuring accurate reporting and analysis.

## 2. Student-Centric Approach

- Feedback Mechanisms:** Establish channels for receiving feedback from students about the admissions process and their experiences. Use this data to make informed adjustments.
- Personalized Communication:** Develop tailored communication strategies to engage prospective students throughout their admissions journey, addressing their specific needs and concerns.

## 3. Diversity and Inclusion Initiatives

- Inclusive Admissions Practices:** Promote policies and practices that support diversity in the student body, ensuring equitable access to education for underrepresented groups.
- Community Outreach:** Engage with local schools and communities to raise awareness about the institution, providing resources and support for underrepresented students.

## 4. Collaboration and Communication

- Cross-Departmental Collaboration:** Work with academic departments, financial aid, and student services to ensure a cohesive approach to student support and success.
- Transparent Communication:** Foster a culture of transparency within the registrar and admissions teams, ensuring all stakeholders are informed about changes and developments.



## 5. Professional Development

- Training and Workshops:** Organize training sessions for staff on best practices in admissions, data management, and customer service, enhancing their skills and effectiveness.
- Stay Informed:** Keep abreast of trends and innovations in higher education admissions and registrar practices through professional organizations and networks.

## 6. Embrace Technology

- Leverage Technology:** Advocate for and implement new technologies, such as CRM systems or online application platforms, to enhance the admissions experience for both staff and students.
- Data Analytics:** Utilize data analytics to inform decision-making, identifying trends in student applications and outcomes to optimize strategies.

## 7. Advocacy and Leadership

- Champion Change:** Be an advocate for necessary changes within the institution, presenting data and research to support proposed initiatives.
- Lead by Example:** Model a positive attitude toward change, encouraging colleagues to embrace new ideas and approaches.

## 8. Focus on Student Success

- Retention Strategies:** Collaborate with other departments to develop programs aimed at improving student retention and success, ensuring students have the support they need throughout their academic journey.
- Advising and Support:** Enhance advising services to provide comprehensive support for students during the admissions process and beyond.

# BECOMING AN AGENT OF CHANGE IN OUR PERSONAL LIVES

Here are some personal questions to ask yourself about  
change:

**1. Why do I feel the need for change right now?**

Is this driven by external factors or internal desires?

**2. What specific areas of my life am I seeking to change?**

Are these related to career, relationships, personal growth, or something else?

**3. What am I afraid of losing if I make this change?**

Is there something I value that might be at risk if I move forward?

**4. What am I hoping to gain from this change?**

What are the potential benefits, both tangible and intangible?

**5. How will this change align with my core values and long-term goals?**

Will it bring me closer to the person I want to be?



**6. What's holding me back from making this change?**

Are there fears, habits, or external circumstances that are causing resistance?

**7. How will I cope with the challenges or setbacks that may come with this change?**

Do I have strategies in place for resilience?

**8. Who can support me through this transition?**

Are there mentors, friends, or resources I can lean on during this process?

**9. What does success look like to me in the context of this change?**

How will I measure progress, and when will I know I've succeeded?

**10. What is the worst-case scenario, and can I live with it?**

Am I prepared for unexpected outcomes, and do I have a plan for them?

Reflecting on these questions can help clarify your motivations and prepare you for whatever changes you're considering.

# EMBRACING THAT ROLE IN OUR PERSONAL LIVES

Being a change agent in your personal life involves actively seeking to improve yourself and your environment. Here are some ways to embrace that role:

## **1. Self-Reflection:**

Regularly assess your beliefs, habits, and goals. Identify areas for growth and change.

## **2. Set Goals:**

Establish clear, achievable goals for personal development. This could involve learning a new skill, improving health, or fostering better relationships. Create a detailed action plan outlining how you will achieve your goals. Consider potential obstacles and how to overcome them.

## **3. Embrace Learning:**

Stay curious and open to new ideas. Read books, take courses, or engage in conversations that challenge your perspective. Identify skills you need to develop, seek out training, workshops, or mentorship opportunities. Research the issues or changes you want to pursue. Stay informed about current trends and best practices in your area of interest.

## **4. Practice Resilience:**

Change often comes with obstacles. Cultivate resilience by developing coping strategies and maintaining a positive mindset.

## **5. Lead by Example:**

Demonstrate the changes you want to see in your life. Your actions can inspire others to make positive changes as well.



## **6. Build a Support Network:**

Surround yourself with like-minded individuals who encourage growth and accountability. Share your goals and seek their support.

## **7. Engage and Inspire Others**

Share your vision with friends, family, or colleagues to gather support. Encourage collaboration and seek input from others to refine your approach. Share your journey and insights with others to inspire them to become change agents themselves. Foster a supportive environment where change is encouraged and valued.

## **8. Advocate for Change:**

Whether it's in your community, workplace, or social circles, speak up for changes you believe in and help others see the benefits.

## **9. Celebrate Progress:**

Acknowledge and celebrate your achievements, no matter how small. This reinforces your motivation and commitment to ongoing change. Use these moments to motivate yourself and others.

## **10. Reflect and Adapt**

Continuously reflect on your experiences and what you've learned. Be open to adapting your approach based on feedback and changing circumstances.

## **11. Self-Care:**

Protecting your mind, body, and soul.

## **12. Take Action**

Start implementing your plan, focusing on small, actionable steps. Be consistent and persistent, even when facing challenges. **Don't be Afraid of Change!!!**

**HAVE FUN IN THE TRANSFORMATION PROCESS!!!!!!**

**Transformers...more than meets the eye. Transformers...robots in disguise.**



**“Transformers is all about change; you don’t have to be stuck to the standard.”**

**-Style setter on the IDW Publishing Transformers: More Than Meets the Eye ongoing series - Alex Milne!**



# FAMOUS QUOTES ON CHANGE



“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

– Margaret Mead



“Incredible change happens in your life when you decide to take control of what you do have power over instead of craving control over what you don't.”

– Steve Maraboli, *Life, the Truth, and Being Free*



“I alone cannot change the world, but I can cast a stone across the waters to create many ripples.”

– Mother Teresa



“In every change, in every falling leaf there is some pain, some beauty. And that's the way new leaves grow.”

– Amit Ray





“Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek.”

– Barack Obama



“Education is the most powerful weapon which you can use to change the world.”

– Nelson Mandela



“Be the change that you wish to see in the world.”

– Mahatma Gandhi

**AND THE CHANGE BEGINS WITH...**

**THANK YOU!!!**

