

# Higher Education Case Study: Weston University Essay

The screenshot shows the EssayPro website homepage. At the top left is the EssayPro logo and navigation links: "How To Order", "Reviews", "About Us", and "Write My Essay". On the top right, there are links for "DBA: EPRO", "Log In", and "Sign Up". The main banner features a student sleeping at a desk with a cup of pens. The text on the banner reads: "WRITING SERVICE AT YOUR CONVENIENCE", "You - Send us your homework", "We - Do it all for you", and "Grab your original paper for just \$10 per page with a free plagiarism report included". A "Write My Essay!" button is present. A "Calculate the price" calculator is overlaid on the right, showing options for "Writing", "Rewriting", and "Editing", a dropdown for "Essay (any type)", a dropdown for "College", a dropdown for "2 weeks", a word count of "1 page / 275 words", and radio buttons for "Double spaces" (selected) and "Single spaces". The price is "\$11.4" with a fire icon, and a "Write My Paper" button is at the bottom. Below the banner, there are three review sections: "EssayPro Reviews" with a 4.9 rating, "ResellerRatings" with a 4.9 rating, and "Sitejabber" with a 4.8 rating.

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Weston University Case Summary

The new president of Weston University, Dr. Diana Ball, took over in late 1995, succeeding Dr. Harold Powers. Dr. Powers led the prestigious private university for fifteen years from a human resource frame to tailor the organization to individuals (Bolman & Deal, 2013, p. 16). Moreover, during Dr. Power's tenure, the reputation of once-leading private university in the Midwest diminished. Dr. Power's reputation as a scholar gained him the presidency; however, his leadership abilities fell short in dealing with the faculty. Weston's board outlined the skills needed, which included both academic standing and business acumen, for their new president to restore Weston University's reputation and lead the college toward excellence. Dr. Ball became the first woman president and impressed the board in her first few months on the job.

**Primary Problem** For over fifteen years at Weston University, Dr. Powers operated from a human resource view, providing the faculty with security and stable working conditions (Bolman & Deal, 2013, p. 16). As a result, the leader's authority is derived from making sure that the faculty's individual needs are the highest priority, rendering a servant leader as a pushover (Bolman & Deal, 2013, p. 56). The contrast of leadership styles is primary problem in this case. Dr. Power's longtime human resource frame to Dr. Ball's new structural frame following a set of rules governing performance that utilizes a hierarchy of offices (Bolman & Deal, 2013, p. 46).

**Secondary Problem** The board's vision is to restore Weston's

diminishing reputation and to hire Dr. Ball, a newcomer and the first woman president at Weston, who would achieve this goal (Bolman & Deal, 2013, p. 334). T..... middle of paper .....I develop to correspond with her business acumen to properly implement her incentive proposal and rebuild Weston University's prestigious reputation.

Works Cited

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Higher Education Case: “Weston University”  
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