Being a Successful Dean

EDI 2014 - Scottsdale
Areas of Discussion

- Values
- Planning
- Budgets, Investments, and Risk Taking
- Understanding you and your team
- Campus Community
Talk About College Values Everywhere

Excellence
Openness
Ethics
Diversity
Cooperation
Planning

- Critical for community and upper administration but most faculty think it is a waste of time
- Get to the “task level”
- Stakeholder involvement
- Budget follows plan
- Measure how you are doing and share with Team
Budgets, Investment, Risk Taking

- You are a portfolio manager
- You cannot make big wins without taking on some risk
- You will be asked to make investments
- You need to think ROI for the College/Department/Faculty/Students
- Some of the ROI is not “money”

- You set the team and the objective function
- You can spend a lot of time on things that cannot be monetized – if money is the goal then be careful!
- Do not be afraid to invest in the people in other colleges/departments if it helps the team in the long run
You and the Team

• Read – put ideas into practice
• Know the portfolio and talk about it
• People have to know that you have their back
• Support of the staff
• Call in help when needed!
Be Central on your Campus

• The strength of engineering is in partnering with others to bring ideas to reality
• Your College’s value will be determined by your partners’ opinions of your team
• You have to market/communicate your success – people will not just “figure it out”
• You do the engineering – let the partners do their piece
• Everything is not a zero-sum game and you cannot maximize your return on every deal
• Getting the deal done may mean taking the worst of it sometimes.