

# New Deans Forum – Resource Management

## Outline

- Time
- Treasure
- Talent



## Time: Staying Afloat

- Short meetings
- Hold times
- Screen requests
- Important vs. urgent



# Treasure: Budget & Space

- Know your budget and space assets
- Allocate strategically
- Use open, data-driven processes
- Build consensus



## A FRESH LOOK AT **Engineering 2020:** Vision for Excellence



DECEMBER 2013

[www.colorado.edu/engineering/2020](http://www.colorado.edu/engineering/2020)



College of Engineering & Applied Science  
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Tip: Create annual table of comparative space metrics (research lab/\$ grants, office space/# personnel, etc.)

# Talent: Faculty, Staff & Students

## Reward Excellence

- Merit-based salaries
- Named positions
- Awards programs
- Differentiated workloads

## Build Community

- Culture of respect
- Performance planning
- Acknowledge achievements
- Annual events





# Talent: Personnel Decisions

- Large investment in people
- Seek excellence in teaching **and** research
- Consider collegiality in hiring decisions
- Say “no” in borderline cases
- Use improvement plans



**Questions?**

