Advice for New Deans: 10 Top List

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Organizing Themes

- You and the Faculty
- You and the Department Chairs
- You and the Staff
- You and the Rest of the University
- You and Alums and Donors
- Communication
1. Determine what level of interaction you need to have with the faculty
   - What do the faculty expect
   - What is needed to make change
     - Steep gradients – need more interaction
2. Choose department chairs who are consistent with the values and broad goals you have, and make sure you give them the support they need – they may not ask for it.
3. Change your staff quickly if needed - but recognize that getting a new supervisor is one of the top 5 stressors in people’s lives.
4. Tread carefully so that you don’t inadvertently take on any sacred cows or leaders of powerful organizations.

5. Go out of your way to provide early wins for the upper administration and the College.
6. Learn the techniques of fund-raising; attend a CASE training workshop for Deans

7. Recognize that advancement staff generally don’t know how to talk about your engineering school agenda

8. You can never spend too much time on development.

9. Create and follow a strategic plan
10. Find ways to communicate with all constituencies – a lot.

- Transparency
- Leadership – leverage your relationships

And one more thing…
Have fun

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