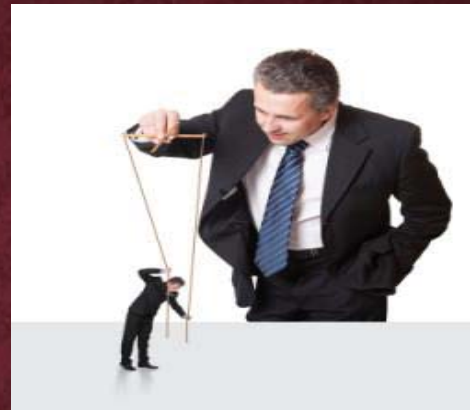


DEALING WITH DEANS

Janet Kistner

FSU



COMPLICATED RELATIONSHIP

- Chairs serve at the pleasure of the dean
- Deans control chairs' evaluation, salary, etc.
- Deans control resources to departments

Bottom line: You can't afford to have a bad relationship with your dean

EMPOWERMENT: DEAN DEPENDS ON YOUR SUCCESS

Deans need to impress their “bosses”

serve at the pleasure of the provost/president

judged by effectiveness in meeting goals

most importantly – a flourishing, successful college

Success of a college depends on the success of its departments

Effective chairs are critical for successful departments

TIPS FOR BUILDING EFFECTIVE RELATIONSHIPS WITH DEANS

1. Don't let the budget go in the "red"

- if you're headed for a budget shortfall alert your dean

ASAP

- provide a detailed explanation

- have a plan for getting back in the black

TIPS FOR BUILDING EFFECTIVE RELATIONSHIPS WITH DEANS

2. Keep your dean informed (Goldilocks dilemma)

Good News? Send “good news” items periodically,
but for major successes make sure the dean is the 1st to know

Bad News? Balancing act between not “airing dirty laundry” and
allowing your dean to be blindsided

BLINDSIDED

TIPS FOR BUILDING EFFECTIVE RELATIONSHIPS WITH DEANS

3. Use the dean's time wisely

- Provide an advanced agenda for a meeting**
- Come prepared (data, handouts, etc.)**
- Be clear about the desired outcome**

TIPS FOR BUILDING EFFECTIVE RELATIONSHIPS WITH DEANS

4. Present your dean in a positive way to your department (but if you are going to use dean as the “fall guy” give him/her a heads-up)
5. When requesting resources, put “skin in the game”

TIPS FOR BUILDING EFFECTIVE RELATIONSHIPS WITH DEANS

- 6. Know how your dean prefers to be kept informed**
preferred mode of communication?
how frequently dean wants you to “check in”?
- 7. Keep the dean’s confidences**