



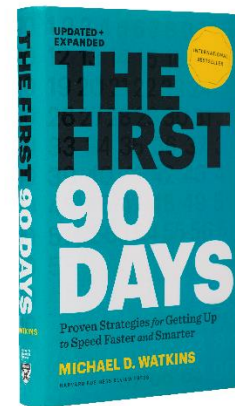
## Advice for New Deans: 10 Top List

Laura J. Steinberg, Dean, Engineering & Computer Science,  
Syracuse University



# 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



**SYRACUSE  
UNIVERSITY**  
**ENGINEERING  
& COMPUTER  
SCIENCE**

# You and the Faculty

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





# You and the Department Chairs

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



**SYRACUSE  
UNIVERSITY**  
**ENGINEERING  
& COMPUTER  
SCIENCE**

# You and the Staff

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



# You and the Rest of the University

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



# You and Alums and Donors

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



# Communication

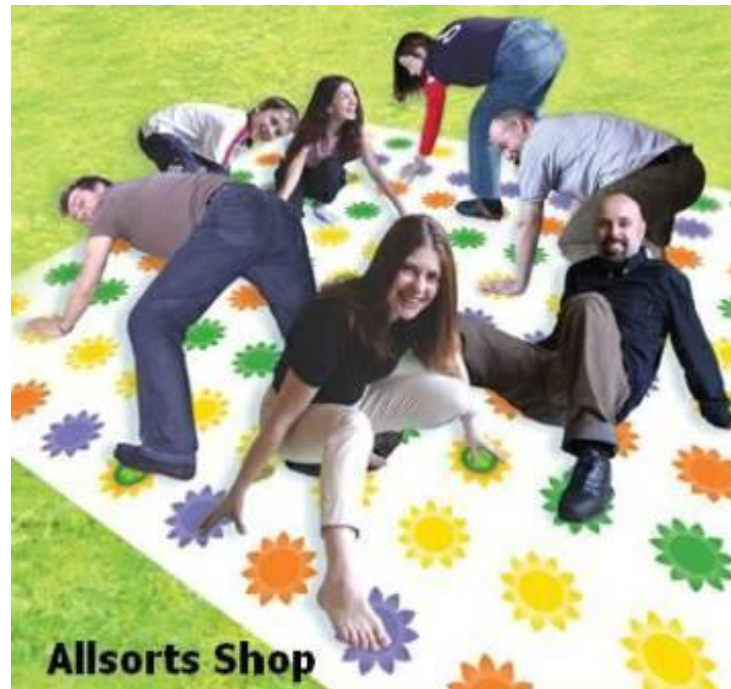
10. Find ways to communicate with all constituencies – a lot.

- Transparency
- Leadership – leverage your relationships

And one more thing...



# Have fun



[childs.play.users.btopenworld.com/ebay/C10.jpg](http://childs.play.users.btopenworld.com/ebay/C10.jpg)



**SYRACUSE  
UNIVERSITY**  
**ENGINEERING  
& COMPUTER  
SCIENCE**