



UNIVERSITY OF ARIZONA
COLLEGE OF ENGINEERING



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



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

WE HAVE
NEVER SETTLED.
NEVER WILL.

 Innovating

 Engaging

 Partnering

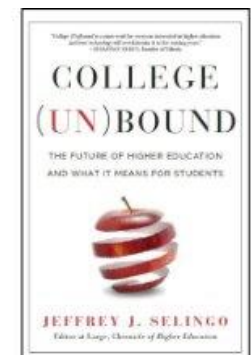
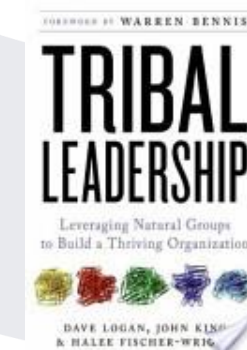
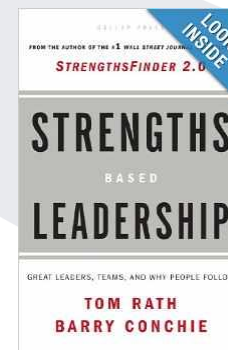
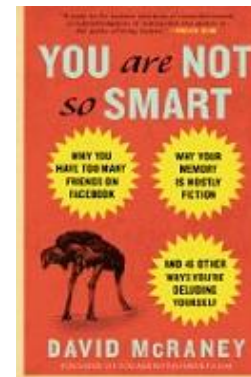
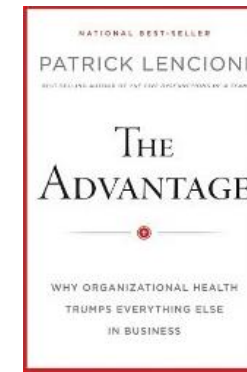
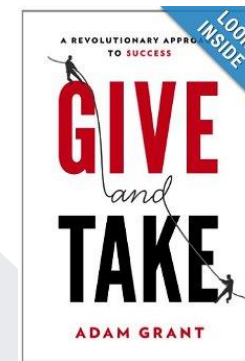
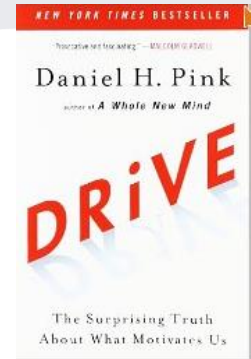
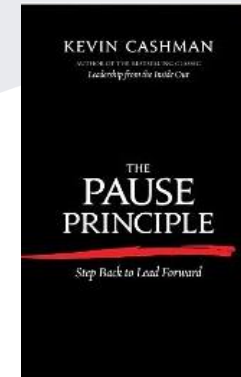
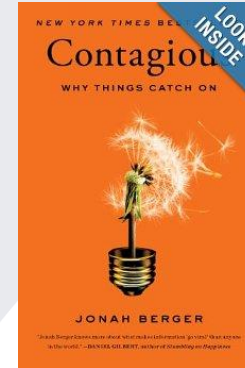
 Synergy

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.