

Four Leadership Practices for New or Aspiring Deans | 06.14.17

Jim Weese

Chat Transcript

Christine Murphy: Please submit any questions here for Jim today

Christine Murphy: Submit your answers here

Chamberlain College of Nursing: Accountability

The Penn Stater Magazine: transparency

Paul Townend: Patience/timing

Stephen Yoder: Inspirational

Cuyahoga Community College: modeling

Ron: inspiring others

Holly Lucas: Good listener

Tabetha Adkins: fairness

Chamberlain College of Nursing: Truly caring

Paul Townend: courage

Lesley University: humility

Elizabeth Hubbell: holding themselves to the same standards they hold their supervisors

Tracie Costantino: consistency

Elizabeth Hubbell: supervisees

Lada Gibson-Shreve: humor

The Penn Stater Magazine: honest

Paul Townend: Why 7?

Tabetha Adkins: dependable

Chamberlain College of Nursing: Inspiring

Cuyahoga Community College: honesty

Cuyahoga Community College: courageous

Paul Townend: Intelligent

Cuyahoga Community College: self-control

Hilary Jansson: forward thinking

Cuyahoga Community College: cooperative

Holly Lucas: Forward-looking

MGH Institute of Health Professions: self-controlled

William Jessup University: mature

Cuyahoga Community College: straightforward

Lesley University: fair minded

Lada Gibson-Shreve: Competent

Ron: Imaginative

MGH Institute of Health Professions: fair-minded

William Jessup University: Supportive

Lada Gibson-Shreve: dependable

University of California, Santa Cruz: People are busy, can they really absorb a large amount of communication? it is up to us to communicate things that are important and necessary.

The Penn Stater Magazine: Why "loyal" in quotation marks?

University of California, Santa Cruz: To help understand the examples from your personal experience, what was the size of your division?

Cuyahoga Community College: more candid discussions

William Jessup University: Organize a social gathering

Paul Townend: ask people what they think our biggest challenges are

Lesley University: Need to understand the underline reasons

Lada Gibson-Shreve: Listen

Cuyahoga Community College: listening tour

MGH Institute of Health Professions: First determine if you DO have a moral issue

Chamberlain College of Nursing: discover if there is actually an issue

Paul Townend: admit we have a problem

Stephen Yoder: small group listening sessions

Allan Hancock College: Find out what the cause for low morale is, hold a meeting or event, listen, listen, listen.

Cuyahoga Community College: talk with people one on one

Lada Gibson-Shreve: Allow individuals to be heard in a safe environment

Ron: Honest talk w/ everyone and then have a retreat

The Penn Stater Magazine: reassess vision -- is it inspiring / clear?

Paul Townend: make sure I put problems on the table when I am talking publicly and make it clear I have not fast-forwarded to solutions

Ron: Differentiate low morale from toxic environment

Cuyahoga Community College: examine the performance metrics being use

Tabetha Adkins: gather data about faculty productivity.

Paul Townend: Examine resources available to support and information about opportunities that way

Stephen Yoder: do some research yourself into the research

Cuyahoga Community College: assess the potential motivation gap

The Penn Stater Magazine: measure performance

Paul Townend: talk to chairs

Elizabeth Hubbell: See if measurable goals have been set. If not, see if data from similar institutions exists that we could use as a yardstick

Ron: Determine sttas # pubs, amt \$\$\$

MGH Institute of Health Professions: determine if there is a skills gap

Tabetha Adkins: gather data from sister institutions for comparison.

Allan Hancock College: Mentoring could be provided.

Lada Gibson-Shreve: Do they have the resources needed?

William Jessup University: Identify the research that is being done

Ron: What dos the Provost value?? At our Institution, \$\$\$ trumps pubs

Allan Hancock College: Professional development, mentoring, social gatherings to develop a team.

William Jessup University: Creating and connecting to a strategic academic research plan

Paul Townend: Make it clear everyone is valued.

The Penn Stater Magazine: leadership retreat to find common purpose

Allan Hancock College: Communicate what the big picture is.

Paul Townend: Don't confuse setting priorities with picking favorites

Tabetha Adkins: ensure that vision is clearly communicated and that leadership team buys into that vision.

Lada Gibson-Shreve: Relate it to their level and position.

William Jessup University: Collaboratively develop a strategic plan

Cuyahoga Community College: refocus to student outcomes

Paul Townend: Emphasize incentivize collaboration

William Jessup University: Connect to the SLO, institutional goals

Allan Hancock College: Ensure big picture is connected to institutional strategic directions

Allan Hancock College: what about physical activities like a baseball game (admin vs faculty) or a community event with all together (painting a school, picking up garbage, community garden).

Allan Hancock College: FHS?

Allan Hancock College: Have an Amazing race event on all staff convocation day.

Paul Townend: Share my own challenges in that area

Cuyahoga Community College: share strategies that have worked

Lada Gibson-Shreve: Ask them if there is a specific incident that has occurred?

Paul Townend: Try and focus on why it is important to solve the problem

Cuyahoga Community College: group communication/open forum

Allan Hancock College: Facilitate and be an objective observer. Provide feedback.

William Jessup University: Ask questions about the relationships and report with the faculty

William Jessup University: Share and request feedback regarding your own issues and challenges

Paul Townend: face to face conversation ideally off campus

Chamberlain College of Nursing: What strategies do you suggest to accomplish these goals in the online environment?

MGH Institute of Health Professions: Thank you, this was terrific!

University of California, Santa Cruz: Thank you Jim.

Allan Hancock College: The Hancock Bulldogs say THANK YOU!!!

Paul Townend: TY

Texas Tech University Health Sciences Center: Thank you!

Chamberlain College of Nursing: We are 100% online

Allan Hancock College: Skype

Chamberlain College of Nursing: Thank you!

Elizabeth Hubbell: Thank you everyone for your participation!