

## **Expectations for New Dean Positions**

Generated by the College and Campus Academic Senates  
Presented to the Chancellor on 11/13/12

In response to a request from the chancellor, the academic senate discussed its expectations for the new dean positions. The results are summarized as follows.

1. Partner with faculty and others to eliminate barriers to effective teaching and learning.
  - Advocate for faculty and clear roadblocks to provide successful instruction.
  - Understand the "flavor" of each campus in order to better manage local difficulties.
  - Encourage, promote, and fund professional development opportunities.
  - Collaborate with multiple levels of college and campus personnel.
  - Utilize Datatel report features to aid scheduling.
2. Be fully engaged in both the college and campus environments.
  - Represent by position on a variety of committees: college senate standing committees, campus senate committees, and campus non-senate groups.
  - Participate as representative of and reflecting the special character of a campus in the shared governance environment.
  - Participate in other college academic activities like the Teaching and Learning Conference and Assessment Days.
  - Participate in a clearly-defined curriculum development process.
3. Be accessible and available to students, faculty, and other academic employees.
  - Maintain a public schedule.
  - Be located close to the areas overseeing (i.e., certain deans on certain campuses where their activities most often occur).
  - Communicate regularly with faculty and students in order to fully understand their needs.
  - Move toward consistency and stability as quickly as possible.
4. Be fully qualified to hold the position.
  - Hold an advanced degree and have teaching experience in the relevant academic division.
  - Possess the ability to communicate with students and aid their social transition to a college environment in order to increase the likelihood for learning and academic success.
  - Possess varied leadership skills, including "soft" management and financial abilities.

Finally, the senate hopes to see a fully defined hiring process for deans in the future.

Respectfully submitted,

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