Effective Strategies for Graduate Dean Leadership

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EIU Graduate School

- Graduate School
- Office of Research & Sponsored Programs
- Office of International Students & Scholars
- Office of Study Abroad
Resources

- Disbursements
  - 6.5 M Assistantships
  - 6 M Waivers
  - 2 M in Scholarships
  - Administration, staffing, & operations

- Income
  - 8 M in grants & contracts
  - 17% tuition & fees
  - Philanthropic contributions
Dean Expectations

- Leadership for Finance
- Leadership for Quality & Future Vision
- Leadership for Visibility & Recognition
Finance

- Annual GA & Awards Increase Plan
- New resources for achievements in quality
- Incentives for externally funded awards
- Alumni/philanthropic awards
ROI → Finance

- Undergraduate mission improvements
- Candidates earning recognition
- New money from external awards
- Alumni satisfaction with candidates selected for alumni fellowships
Quality/Vision

- **First Choice Programs**
  - Initiative to promote quality linked to resources for high performers
- **Interdisciplinary Board**
  - Initiative to promote degrees & certificates phase out low performers
- **Integrative Graduate Studies Institute**
  - Initiative to promote quality & diversity
ROI → Quality/Vision

- First Choice Programs
  - Achievement = More assistantships, travel grants, & special initiatives fund

- Interdisciplinary Board
  - New programs = Formal recognition + advocacy to increase resources

- Integrative Graduate Studies Institute
  - Programs selected = Recruitment resources, graduate coordinator recognition
Recognition

- Department Entrepreneurship
- Student Research
- Alumni Commitment
- Commencement
ROI → Recognition

- Leadership during Fall Summit, Funding for special initiatives
- Student Research: Research & travel grants, thesis/research awards, formal recognition
- Alumni: formal recognition
- Commencement: Hamand Society Induction
Failed Initiatives

- International Tuition Initiative
- Automatic Annual New GA Program
- Graduate Directors Designation
Courage......Graduate Deans are tasty!