



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!

