

General Expectations for University Deans

Deans are responsible for fostering a climate where faculty, staff, students, and constituents are respected, valued, empowered, and fairly treated and they are to serve as a proactive member of the leadership team of the university, promoting and supporting the priorities of the entire institution. Deans should provide excellent services supportive of the priorities of the university. They should also demonstrate leadership in innovation that allow promotion and adaptation to the changing environment in which the university exists to leverage the efforts of the faculty.

Broad categories of expectations might include:

Leadership

- lead in the introduction of ideas and concepts that could assist K-State to achieve excellence in meeting the mission of this land grant institution; provide leadership so the university becomes recognized for that excellence.
- provide leadership within the university community and arrange venues for discussion of innovation
- provide information and support to the university community to fully and efficiently use the services available that can assist them to become leaders in their own endeavors

Service Provision

- assure that services provided to support the needs of the colleges, faculty, students and staff are appropriate to the mission and are of the highest quality within the constraints of the resources available
- provide the best services, methods, and ideas to assist, enhance and leverage the efforts of faculty and students as they achieve their mission
- communicate with the academic deans to set priorities that provide support for the research, teaching, and service mission priorities of the colleges
- allocate resources consistent with university needs and priorities
- promote and support activities which gain recognition for the university for state, regional, and national leadership in important program initiatives
- encourage and support units within the university to develop programs to extend the university's programs to students beyond the immediate campus
- encourage and support units within the college to develop programs which respond to emerging needs and opportunities for students

Human Resource Development

- promote and support the attraction, retention, and nurturance of high-quality staff and provide research and learning skill development of students
- encourage and reward excellent service and leadership
- encourage and support both individual and collaborative research/creative endeavors
- support activities which promote faculty, staff, and student development
- encourage and support the faculty, staff, and students to broaden the impact of the university through providing quality professional and community service, assistance in economic development, and other extension activities
- foster student engagement both at the undergraduate and graduate levels
- assure the college responds aggressively to the university's desire to promote equity and diversity in its faculty, staff, and student body

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Research/Teaching/Service Development

- facilitate collaborative research ventures among university groups, companies, and institutions
- promote excellence in graduate education and research
- expand the life-long learning opportunities for university stakeholders, including those at the university and those external to the university
- assure the college responds to the university's priority to increase its stature among institutions through scholarship and the acquisition of competitive grants and contracts

Resource Development

- advocate within and beyond the university for resources to enhance the central infrastructure that supports the mission of the university
- secure private, expendable and endowed funding to promote both long- and short-term funding priorities