Collaborative Professional Partnership: A Dean and Department Head's Story

Susan M. Rugari
Tarleton State University, rugari@tarleton.edu

James R. Pierce
Tarleton State University, jrpierce@tarleton.edu

Follow this and additional works at: http://newprairiepress.org/accp

Part of the Higher Education Administration Commons

This work is licensed under a Creative Commons Attribution-Share Alike 4.0 License.

Recommended Citation

This Event is brought to you for free and open access by the Conferences at New Prairie Press. It has been accepted for inclusion in Academic Chairpersons Conference Proceedings by an authorized administrator of New Prairie Press. For more information, please contact cads@k-state.edu.
Collaborative Professional Partnership: A Dean and Department Head’s Story
Academic Chairpersons Conference, Charleston, South Carolina
February 4, 2016 4:00 p.m.

Administration has its share of problem-solving. In this presentation, a dean and department head join together to tell the story of the start of their professional relationship, role play their problem-solving process, and identify what they believe are key aspects that make their professional relationship effective.

Our problem-solving process:

a. Identify the problem
b. talk face-to-face
c. determine solutions/interventions
d. execute plan
e. follow up

Is collaborate to solve problems (as opposed to issuing directives).

DEAN QUALITIES

Active listener
Supportive
Has complimentary characteristics to the Department Head
Offers perspective
Investigates before concluding

DEPARTMENT HEAD QUALITIES

Team oriented
Communicates
Include & inform to keep surprises to a minimum
Organized
Empathetic & relational
Time sensitive
Detail oriented
Strong work ethic
Role Model

Active listening is
• In the moment.
• Focused on the speaker and the message.
• Providing feedback to demonstrate understanding of the message.
• The essential ingredient to a collaborative professional partnership.

Susan M. Rugari, PhD, RN, CNS
Department Head of Nursing
Tarleton State University, Stephenville, TX
254-968-9717
rugari@tarleton.edu

James Pierce, PhD
Dean, College of Science & Technology
Tarleton State University, Stephenville, TX
254-968-9781
jrpierce@tarleton.edu
Notes from the role play:

Summary:
Administration has its share of problem solving. Deans and department heads join together to:

I. Diffuse conflict, not escalate it
II. **Communicate** (active listening—listen to hear the message vs. preparing the reply)
III. **Work collaboratively** (2 parties working together) **to solve problems**
IV. **Form a professional partnership** (parties cooperate to advance their mutual interests [DH represents/knows the interests of the faculty in the department; the Dean represents/knows the interests of higher administrators/the university])
V. The Dean and Department Head have a **collaborative professional partnership** (working together to advance our mutual interests)

**TAKE HOME MESSAGE**
Collaborative Professional Partnership-to create a collaborative rather than manipulative working relationship between the dean and department head.