

SESSION 1 | Putting the New Dean Action Plan in Motion

New arts dean? Your first year should not feel like improvisation. This session provides the tools to construct your first 90 days as a leadership launch window - grounded in collaboration and inclusion to strengthen trust, provide clarity, and deliver outcomes.

1. Build Momentum with Your 90-Day Action Plan
 2. Craft the Arts Value Proposition
 3. Design an Impact Dashboard
 4. Create a Risk Register
 5. Cultivate Trust With a Meeting Map & Communications
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SESSION 2 | Planning for Financial Resilience and Contingencies

1. Setting the Stage: The Shocks that Hit Fine Arts Colleges
2. Tools and Frameworks: Scenario Planning 101: Building Your Cut Model
3. Inclusion as a Financial Leadership Lens: Where the Money Goes Reflects What you Value

Personal Application: Your Vulnerability Audit

1. Revenue concentration (tuition, state, gifts, grants)
 2. Enrollment pipeline and conversion risk by program
 3. Facilities condition and deferred maintenance exposure
 4. Philanthropic concentration and restriction risk
 5. Personnel: which positions carry accreditation or inclusion risk if eliminated
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SESSION 3 | Building a Collaborative Leadership Team and Culture

1. Understanding Roles and Assignments
 2. Identifying traits in team members to strategically build your team.
 3. Organizing around individual strengths
 4. Creating psychological safety
 5. Build Personal Collaborative and Inclusive Leadership Skills
 6. Designing Inclusion and Accessibility
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SESSION 4 | Cultivating Strategic Partners, Donors, and Allies

1. Shifting your mindset from faculty/scholar to external relationship builder.
2. Identifying and evaluating constituencies/stakeholders relative to your mission goals.
3. Relationship building through trust, vision, and listening.
4. Developing a winning engagement team approach for your college.
5. Developing your first-semester plan for engagement