

# Successful Leadership in Higher Education

MSL0689: Business of Leadership  
Fall 2022 - Nova Southeastern University  
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# Summary of the Field

The acquisition of a higher education to some is considered a luxury, based on a number of aspects in their background. The field consists of both private and public institutions, which can differentiate in policy. Each university/college is a complex working environment, composed of many different departments that oversee different groups of students and/or different operations. Despite the variance in offices on each campus, they all work toward the same goal: ensuring the students have a successful and inclusive college experience in an environment that promotes student growth and development



# Goals

## Administration/Staff

- Create and maintain a safe campus
- Streamline as many processes as possible
- Communicate effectively with other departments
- Meet financial and admissions goals
- Ensure students have as little questions as possible when it comes to routine processes such as registration, financial aid, etc.

## Faculty/Students

- The goal for students is to receive a quality education in their field of interest, while also refining various skills that will be applicable to their professional experience (public speaking, collaboration, etc.).
- The goal for faculty is to deliver a quality education for students while being provided the necessary resources from the school to do so.



In being a leader in the field of Higher Education, ensuring that students graduate isn't your only goal. The goal of Higher Education is also comprised of establishing a safe and welcoming environment for students regardless of background and allowing them to complete their higher education with a process as smooth-flowing as possible: indicating the possibility for transformational leadership.



# Specialized Knowledge

## Data Systems

Data systems are often school-specific, and at the very least, their functionality differs from school to school. A leader of a department or operation at a school is expected to be familiar with the ins and outs of the respective programs that their department utilizes.

## School Structure

A leader in higher education should be familiar with the overall structure of their campus. Not only as far as physical locations go, but as far as the internal structure. Leaders should be familiar with which departments interact with one another, how admissions processes work, etc.

## Stakeholder Multiplicity

Although students are often the target stakeholders when thinking of Higher Education effectiveness as they are receiving the direct education. There are other stakeholders that should be considered: primary services, secondary services, graduate students, and the labor market as a whole, consisting of public sector entities, private companies, and non-profit organizations (Cavallone et al., 2021).



# Essential Leadership Skills

## Communication

The higher education atmosphere consists of many different offices and departments, making communication vital. It is necessary with colleagues, departments, students and faculty in order to maintain understanding of processes.

## Organization

There are many moving parts that play into work within the field of higher education. That being said, maintaining organization (knowing where files are found, keeping processes as streamlined as possible, and time management) is vital to hold a position in this field.

## Soft Skills

As mentioned by Aldulaimi, there are several soft skills involved in the field of Higher Education: social power, trust, mentoring and coaching, prepare successions, supporting, emotional intelligence, inspirational, and diversity awareness (Aldulaimi, 2018).



# Key Traits/Characteristics

## Charisma

The idea of Charisma, in this case, is generated from the overall definition and components of transformational leadership (Bertrand, 2019). It is vital that students attending a higher education institution have memorable leaders who impacted their outlook.

## Punctuality

This idea stems from the transformational leadership model, most notably, the component of idealized influence (Bertrand, 2019). For students to fulfill their respective commitments and duties on time, it is easier to do so when they observe their leaders doing the same.

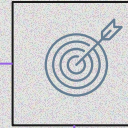
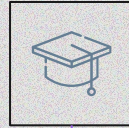
## Commitment

When working in the field of higher education, it's vital that an individual maintains the *vision*, or big idea. There are times when the work can be tedious, but everyone in this field is working towards the common goal: a positive college experience in all aspects.



# Higher Education Consists of...

A special process, the achievement of positive results by students upon graduation



Feasibility; i.e. Fulfillment of requests, requirements and expectations of consumers

The process of improving the educational process



Investment results



Transformations reflecting changes in the creation of opportunities for students and the development of new knowledge



# References

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