

Dean's Perspective: Past, Present and the Future

College of Medicine and Life Sciences

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Professor of Neurology

Dean and Vice Provost



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Disclosures

- None



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The Past

- MCO 1996
- Assistant Professor
- Department of Medicine Neurology
- Clerkship Director, 1998



Department of



“Start by doing what’s necessary;
then do what’s possible; and suddenly
you’re doing the impossible.”

Saint Francis of Assisi



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Mentors



The “Formative” Years

- Assistant-Associate Dean
- Chair, Consortium of Neurology Clerkship Directors
- RRC Neurology, ACGME
- AAMC COD Fellowship
- Board of Directors, ABPN



Leadership

Self-
Awareness

Self-
regulation

Motivation

Empathy

Social
Skills

Humility

Daniel Goleman HBR



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To be a dean...

- Understand the organization
- Culture is key
- Institutional loyalty is paramount





Caveats

- Authority is earned and not bestowed
- Managing personalities is major part of the job
- Learn to report “up”



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Wise Reasoning Converging Evidence for the Psychology of Sound Judgment. Harrison Oakes, Justin P. Brienza, Abdo Elnakouri, and Igor Grossmann



“Not everything that is faced can be changed. But nothing can be changed until it is faced.”

James Baldwin
Novelist/Activist



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Keys to success

- Clear strategy
- Emotional Intelligence
- Recruitment & Retention
- Negotiations & the Art of Persuasion
- Conflict Resolution
- Communication



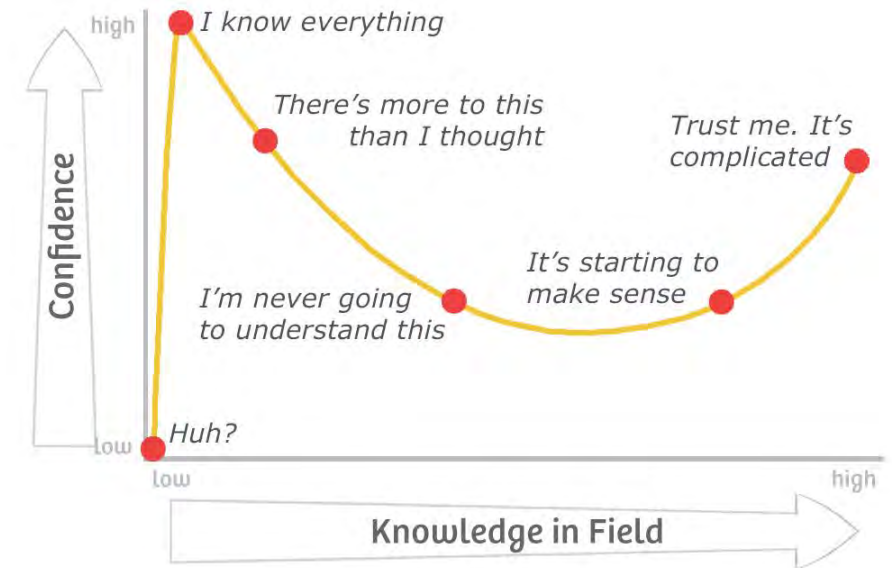
Teams

- Listening
- Communication
- Innovation
- Reflection
- Integration
 - *Amy Thompson, HBR*



Lessons learned

- Be humble inside and outside
- Build trust
- Beware of cognitive bias
- Be proactive rather than purely reactive
- Develop listening skills
- Communicate carefully and truthfully
- Have the right team
- Don't give up
- Be prepared for the unexpected



“But in all my experience, I’ve never been in an accidentof any sort word speaking about. I’ve seen but one vessel in distress in all my years at sea. I never saw a wreck and never been wrecked, nor was I ever in any predicament that threatened to enter a disaster of any sort.”

E.J. Smith, 1907, Captain RMS Titanic



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Reflections

- Change is hard but often necessary
- Nothing is achieved without hard work
- Personal integrity is key
- Self-awareness & regulation is critical
- It takes team work to succeed



Gratitude

- Faculty & staff
- Senior Leadership Team
- Executive Committee/Chairs

- Dean's office
 - David Walczak, Kim Koesters, Laura Hamid, James Molnar, Ann Murphy





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“You have power over your mind –
not outside events. Realize this, and
you will find strength.”

Marcus Aurelius



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Dedicated to my parents, Izzat Ali Siddiqui (1924–2017) and Zahida Siddiqui (1926–2023)

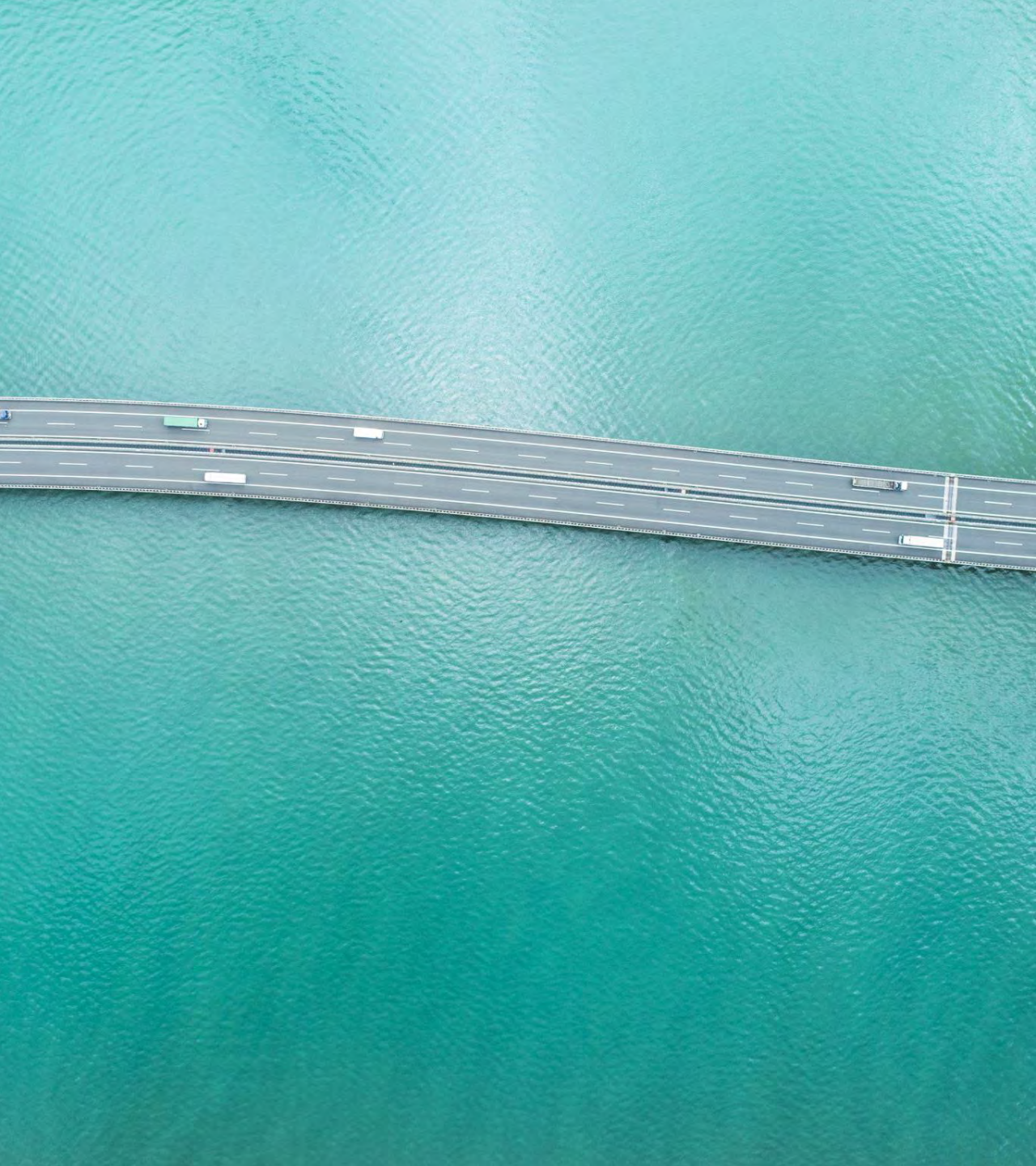


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Thank you!



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