

Abstract:

Interim administration appointments are not unusual in higher education, and are arguably far less easy to assume with complete confidence. Especially in times of transition and adversity, navigating the interim leadership role with no real 'end date' can be difficult. In the absence of understanding the role, the challenges that already exist, the opportunities that must be seized, and the extent to which full administrative authority is granted, fear, uncertainty, and hesitation are persistent and natural responses to almost any administrative task. The focus of this presentation represents the experiences of an interim dean and the interim leadership team. Ideas for successful interim service will be provided and include understanding the role, managing stakeholder relationships, developing the team, communication, time management, and future changes. Discussion will center around lessons learned and recommendations for how to continue moving the organization in a forward and upward direction in times of adversity, even if there is no promise of transition to formal or permanent appointment.

Key Words: Interim Leadership; Higher Education Leadership; Higher Education Administration