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„Managerial competencies of deans in state universities”

The dissertation concerns management in specific public institutions, such as universities, including the broad issue of managerial competence in a narrow group of high-level managers, such as deans of state higher schools in Poland. Its main purpose is to determine the managerial competence of deans in state universities, which are needed while being a dean, in the opinion of deans and deputy deans.

The study includes interviews with deans and deputy deans in four universities and an analysis of their internal academic governance. For the purposes of research, a flexible model of managerial competencies of deans in state universities was developed, based on three dimensions of managerial functions: leader, strategist and administrator. Hypotheses have been made about the model - the functioning of the three dimensions and their flexibility depending on the context and about the differences between deans and deputy deans on the grounds of function (eg Dean, Deputy Dean for Science, Deputy Dean for Teaching), the type of university and the specificity of the faculty.

Literature is dominated by two concepts of competence - static and dynamic. Both presented extensively in the theoretical part, are the basis for the presented research model. For the purposes of research, competencies are defined in terms of dynamic concept, which assumes the elasticity and does not include to the concept the permanent personality structures (such as values).

A broad context for the functioning of deans of state HEIs is the external academic order in Poland. It is primarily shaped by the Law on Higher Education of 2003 with further amendments. Apart from the legal conditions, the university, including the challenges that the deans face, are influenced by social and economic processes. The two most influential phenomena of higher education are globalization and demographic change.

A narrower context for the dean's managerial competences is an internal academic order, largely based on the university statute. As the analysis of the statutes shows, it is possible to shift dominance between the faculties of the faculty. The statute can make a strong dean or strong faculty council. The dean's maneuvering space affects both the content of the record and the level of detail of the record. The more detailed the statute, the less the formation of the department's management depends on the manager.

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