In this month's newsletter, I spoke with Assistant Dean for Finance and Administration for the Office for Global Affairs and S.A.A.B mentor, Floyd Haynes. Dean Haynes completed his undergraduate studies here at Stony Brook, where he earned his Bachelor's degree in Economics with a focus on Asian economies. In addition, he holds a Master's Degree in Political Science with a concentration in Public Policy. Before relocating to the Office for Global Affairs, he served as Assistant Director of Student Accounts for the university where he managed several areas; university-wide billing, collection and audit of revenue from tuition and fees as well as the design and implementation of PeopleSoft solutions for our campus community.

With this new position, however, came new challenges. For Dean Haynes, the most perplexing of these professional changes was the question of leadership. In his own words, leadership encompasses an essential question; “How do you inspire and motivate folks to do good work?” In his previous position, most of his work revolved around financial management. Whereas today, he now fulfills a role requiring financial leadership. His expertise and affinity for various technical applications or processes were a cornerstone of his previous responsibilities, where he supervised the proper function of various tasks or projects. Now, his role places him squarely at the forefront of a department where he assumes responsibility for the work of others.

One of the challenges he faced in his transition was the culture change. Whether it involves general business, transactions or other functions of the office; Haynes strives towards optimal performance in two broad areas. He recognizes that the desire for success in his colleagues must originate from the standards of professional excellence he holds for himself. In that journey, Haynes suggested that we all maintain “A great measure of humility”.

Finally, he solidified a characterization of leadership for us. As leader, the policy and procedural aspects are as equally important as our workplace environment, wherever that may be. “You must make sure that your employees, you provide them with an environment and a workplace that encourages them to focus and they feel welcome and they feel good coming to work. What’s important is to support the initiative, but also ask the tough questions too.” Floyd Haynes respects the integrity of the institution, recognizing that a good institution yields good people who produce good work. We here at S.A.A.B appreciate your dedication, your leadership, your commitment to our organization and the campus at large and truly being your brother’s keeper!