The Dean serves as the head academic officer for Arts & Sciences and represents Arts & Sciences to the university and the broader community. Some examples of these broad duties include:

- Hiring and retaining the best, most diverse faculty from all backgrounds for A&S
- Making final decisions on hiring for all academic searches
- Serving as liaison to the T&P Committee in A&S
- Making T&P recommendations to the Provost
- Overseeing Annual Performance Reviews (for pre-tenure faculty)
- Overseeing Final Faculty Compensation and Merit Review
- Completing Mid-course Reviews
- Making Endowed Chair recommendations to the Provost
- Overseeing Faculty Development in A&S
- Leading appointment, training, and review of Department Chairs, Program Coordinators, and Associate Deans
- Setting and implementing strategic direction for A&S, in consultation with A&S colleagues and university leadership
- Ensuring that A&S’s plan is aligned with university
- Ensuring A&S Financial Planning and Budget alignment
- Leading Dean’s Office Collaboration with Shared Governance Committees
- Working with Communication to cast the School’s vision
- Overseeing Academic Council in A&S
- Collaborating with A&S Shared Governance Committees and Appointing Ex-Officio Membership
- Reviewing Associate Deans, their roles and responsibilities, and delegating accordingly
- Organizing and overseeing the Dean’s Office, purview and personnel

Revised for FY20
<table>
<thead>
<tr>
<th>Associate Dean (AD)</th>
<th>ARTS, LANGUAGES, AND CULTURES (Division I)</th>
<th>Associate Dean (AD)</th>
<th>SOCIAL SCIENCES AND THE HUMANITIES (Division II)</th>
<th>Associate Dean (AD)</th>
<th>NATURAL AND APPLIED SCIENCES (Division III)</th>
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<tbody>
<tr>
<td>Kathrin Bower</td>
<td>Art and Art History, Classical Studies, English, LALIS (Latin American, Latino, and Iberian Studies), LLC (Languages, Literatures, and Cultures), Music, Theater and Dance</td>
<td>Dean’s liaison to the following departments: Education, Geography and the Environment, History, Journalism, Philosophy, Political Science, Religious Studies, Rhetoric and Communications Studies, Sociology and Anthropology</td>
<td>Dean’s liaison to the following departments: American Studies, Environmental Studies, Global Studies, HCS, Jewish Studies, PPEL, WGSS</td>
<td>Ben Broening</td>
<td>Biology, Chemistry, Math and Computer Sciences, Physics, Psychology</td>
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<td>Film Studies, Linguistics</td>
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<td>Additional responsibilities in the School: Helps with annual merit review process</td>
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<td>BMB, Neuroscience, IIS</td>
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<td>Coordinates Teaching Assignment Projections</td>
<td>Oversees Academic Program Review</td>
<td>Additional responsibilities in the School: Coordinates annual merit review process</td>
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<td>Coordinates appointment of term/adjunct faculty</td>
<td>Liaison to Interdisciplinary Programs</td>
<td>Coordinates equipment replacement</td>
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<td>Coordinates process for new/revised courses</td>
<td>Renovation, Ryland Hall</td>
<td>• Kresge, Arts Initiative</td>
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<td>Grade appeals</td>
<td>Other additional duties as assigned by the dean</td>
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<td>Additional responsibilities in the School: Helps with annual merit review process</td>
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<td>Ex officio, Undergraduate Research Committee Budget, Planning/Policy Committee, ex officio</td>
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<td>Ex officio, Faculty Research Committee</td>
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<td>Enrollment Management Committee*</td>
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<td>Space Planning Committee*</td>
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<td>Academic Committee/International Engagement</td>
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<td>Faculty Status and Credentialing*</td>
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<td>Faculty Affairs Committee, ex officio</td>
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<td>Cultural Affairs*</td>
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Revised for FY20

*University Committees
Assistant Dean, Carthene Bazemore-Walker
Diversity, Inclusivity, and Thriving

Oversees Thriving, Inclusivity, and Equity in A&S
Dean's liaison for diversity, inclusivity, and thriving to all A&S departments and programs, and across the university
Works to align A&S with C30 strategic priorities, as they pertain to this area;
Works to align A&S with UR Thriving, Inclusion, Diversity, and Equity (TIDE) strategies and policies
Works with the Associate Deans and departments on diversity, inclusivity, and thriving initiatives
Main A&S contact for A&S Diversity Advocates, training and implementation
Oversees bias training for T&P, Dean’s Office, A&S faculty and administrative leaders

School and University Committees:
Institutional Coordinating Council (ICC) for Thriving, Inclusion, Diversity, and Equity*
Bias Response Team*
University Faculty Hiring Committee*

Director, Financial Planning & budget, Surabhi Vittal
Chief Operating Officer for A&S

Oversees organizational operations and management
Oversees the operational aspects of the faculty hiring process;
Strategic planning - analyze, prepare, and make recommendations on business aspects of proposals; Analyses of changes to existing programs, and planning for the recruitment and phasing in of faculty and staff with guidance from the Dean;
Oversees ongoing budget modeling and analysis across A&S;
Leads training of administrators in A&S with budget responsibility

School and University Committees:
UR Better*
Budget, Planning/Policy Committee, ex officio

Director of Operations and Strategic Initiatives
VACANT