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, particularly as it pertains to Career Profiles
- 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
- Reviewing Associate Deans, their roles and responsibilities, and delegating accordingly
- Organizing and overseeing the Dean’s Office, purview and personnel

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University of Richmond, School of Arts & Sciences

Associate Deans

Leadership Team: Assignment, Roles, and Responsibilities

Associate Dean (AD), Kathrin Bower
ARTS, LANGUAGES, AND CULTURES
(Division I)

Dean’s liaison to the following departments:
Art and Art History, Classical Studies, English,
LALIS (Latin American, Latino, and Iberian Studies), LLC (Languages, Literatures, and Cultures), Music, Theater and Dance

Additional responsibilities in the School:
Help with annual merit review process
Coordinates Teaching Assignment Projections
Coordinates appointment of term/adjunct faculty
Coordinates process for new/revised courses
Grade appeals
Other additional duties as assigned by the dean

School and University Committees:
University Academic Programs*
Information Technology Governance Steering Committee*
General Education Committee*
Enrollment Management Committee*
Academic Committee/International Engagement
Faculty Affairs Committee, ex officio

Associate Dean (AD), Dan Palazzolo
SOCIAL SCIENCES AND THE HUMANITIES (Division II)

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

Additional responsibilities in the School:
Helps with annual merit review process
Oversees Academic Program Review
Liaison to Interdisciplinary Programs
Renovation, Ryland Hall
Other additional duties as assigned by the dean

School and University Committees:
Ex officio, Faculty Research Committee
Classroom Committee
Space Planning Committee*
Faculty Status and Credentialing*
Cultural Affairs*

Associate Dean (AD), Ben Broening
NATURAL AND APPLIED SCIENCES
(Division III)

Dean’s liaison to the following departments:
Biology, Chemistry, Math and Computer Sciences, Physics, Psychology
BMB, Neuroscience, IIS

Additional responsibilities in the School:
Coordinates annual merit review process
Coordinates equipment replacement
• Kresge, Arts Initiative
Other additional duties as assigned by the dean

School and University Committees:
Disabilities Committee*
Substantive Change Committee*
Ex officio, Undergraduate Research Committee
Budget, Planning/Policy Committee, ex officio

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  

School and University Committees:  
*University Committees