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 ex officio on 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, Interdisciplinary 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 Operations 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
- Serving ex officio on the Steering, Nominating, and Awards Review Committees

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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 areas:
Art and Art History, Classical Studies, English, LALIS (Latin American, Latino, and Iberian Studies), LLC (Languages, Literatures, and Cultures), Music, Theater and Dance

Film Studies, Linguistics

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

A&S Governance Committees:
Academic Committee/International Engagement
Ad hoc committee on Directors
Faculty Affairs Committee, ex officio

University Faculty Senate Committees:
Enrollment Management Committee
General Education Committee
IT Governance Steering Committee

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

Dean’s liaison to the following areas:
Education, Geography and the Environment, History, Journalism, Military Science & Leadership, Philosophy, Political Science, Religious Studies, Rhetoric and Communications Studies, Sociology and Anthropology

American Studies, Environmental Studies, Global Studies, HCS, PPEL, WGSS

Additional responsibilities in the School:
Helps with annual merit review process
Liaison for Department or Program Self Study with External Review
Oversees Academic Program Review
Renovation, Ryland Hall
Other additional duties as assigned by the dean

A&S Governance Committees:
Budget, Planning/Policy Committee, ex officio
Classroom Committee

University Faculty Senate Committees:
Cultural Affairs
Faculty Status and Credentialing
Space Planning Committee
Substantive Change Committee

Associate Dean (AD), Kelling Donald
NATURAL AND APPLIED SCIENCES
(Division III)

Dean’s liaison to the following areas:
Biology, Chemistry, Math and Computer Sciences, Physics, Psychology
BMB, and Integrated Inclusive Science

Additional responsibilities in the School:
Coordinates science equipment replacement (Kresge)
Helps with annual merit review process
Other additional duties as assigned by the dean

A&S Governance Committees:
Faculty Research Committee, ex officio
Undergraduate Research Committee, ex officio

University Faculty Senate Committees:
University Academic Programs
Disabilities Committee

Revised for FY21
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| **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  
  University Committees:  
  Institutional Coordinating Council (ICC) for Thriving, Inclusion, Diversity, and Equity  
  Bias Response Team  
  University Faculty Hiring Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| **Director, Financial Planning & Operations, 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  
  A&S Governance Committee:  
  Budget Planning/Policy Committee, ex officio  
  University Committees:  
  UR Better                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |