John Donahue (leave)  
Teresa Longo (Reves)  
Virginia Torczon  
Janice Zeman (leave)  
Gerald Bullock  
Steve Otto  
Sherri Powers
Assistant Dean for Diversity, Equity, and Inclusion

Guidelines for any reorganization:

Articulate clear responsibilities
Support collaborative work
Maintain current cost
Create sustainable workloads
Allocate budget according to A&S priorities
My Conception of DOF Role:
- Partner with the faculty and staff of A&S to guide knowledge creation and dissemination and promote organizational work
- Collaborate with FAC in shared governance and CCPD on shared management
- Receive counsel from Faculty, Staff, Undergraduate and Graduate student
- Lead faculty hiring, mentoring, retention, and RPT processes
- Work with Chairs and Program Directors to strengthen A&S work
- Address major faculty and departmental issues
- Work alongside University Advancement, especially Executive Director of A&S Development, and with alumni, parents, & donors and to bring attention and resources to the work being done in A&S
- Chair A&S Advisory Board of Alumni, Parents, and Donors to have strategic thought partners for major initiatives and cultivate support
- Advocate for A&S Space
- Represent A&S with university centers/institutes, other units, W&M leadership

Things that will not change:
Transparent processes and communication;
Strong partnership between A&S Dean’s Office and units/offices/centers;
Robust shared governance and collaboration;
Respect for and fair treatment of all members of A&S;
Empowering A&S units and people.
4 Contact Deans
Academic Departments & Programs and Center/Office/Institute/Programs
Rotating TTE

1 Vice-Dean for Research Innovation And Graduate Studies
3 Disciplinary & Interdisciplinary Vice-Deans
- Arts & Humanities
- Social Sciences
- Natural, Physical, Data, and Computational Sciences
Rotating TTE

1-2 Assistant Deans for Undergraduate Studies
Long-term PF (applicants may be TTE, NTE or PF)

Dean for Interdisciplinary Studies and Director of the Charles Center
- Some interdisciplinary programs, modest gift and State funding, significant A&S funding;
- UG research and honors, lots of restricted gift funding;
- UG experiences, modest gift and A&S funding and significant grants.
- Creative and capable staff

1 Vice-Dean for Research Innovation And Graduate Studies
3 Disciplinary & Interdisciplinary Vice-Deans
- Arts & Humanities
- Social Sciences
- Natural, Physical, Data, and Computational Sciences
Rotating TTE

Director, Charles Center
- Undergraduate research and experiences
- Creative and capable staff
Rotating TTE or stable PF
A&S’s Interdisciplinary Programs and CC work

<table>
<thead>
<tr>
<th>Interdisciplinary Program</th>
<th>Dedicated Staff Support</th>
<th>Responsible Administrator</th>
<th>Source of funding for staff position</th>
<th>Staff Situation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africana Studies</td>
<td>.5 FTE</td>
<td>Longo (GEO)</td>
<td>A&amp;S</td>
<td>part with GEO</td>
</tr>
<tr>
<td>American Studies</td>
<td>.5 FT</td>
<td>Torczon</td>
<td>A&amp;S</td>
<td></td>
</tr>
<tr>
<td>Biochemistry</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td></td>
</tr>
<tr>
<td>Center for Geographic Analysis</td>
<td>.5 FTE</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>with CC</td>
</tr>
<tr>
<td>Data Science</td>
<td>.5 FTE</td>
<td>Zeman</td>
<td>A&amp;S</td>
<td>ABP</td>
</tr>
<tr>
<td>Environmental Science and Policy</td>
<td>.5 FTE</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>ABP</td>
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<td>Film and Media Studies</td>
<td>.25 FTE</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>ABP</td>
</tr>
<tr>
<td>Global Studies</td>
<td>3- .5 FTE</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>with A&amp;S</td>
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<tr>
<td>International Relations</td>
<td>.5 FT</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>with A&amp;S</td>
</tr>
<tr>
<td>International Studies</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td></td>
</tr>
<tr>
<td>Linguistics</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td></td>
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<tr>
<td>Marine Sciences</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>with CC</td>
</tr>
<tr>
<td>Med Run</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td>with A&amp;S</td>
</tr>
<tr>
<td>Neuroscience</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
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<tr>
<td>Pharmacology</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
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<tr>
<td>Public Health</td>
<td>1 FTE</td>
<td>Zeman</td>
<td>A&amp;S</td>
<td>ABP</td>
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<tr>
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<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
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<tr>
<td>Self-designed majors</td>
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<td>Longo (CC)</td>
<td>A&amp;S</td>
<td></td>
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<tr>
<td>Wellness Apps</td>
<td>-</td>
<td>Longo (CC)</td>
<td>A&amp;S</td>
<td></td>
</tr>
</tbody>
</table>

Focus Charles Center mission

Garner resources for A&S programs

Create strong strategic partnerships

Allow the Dean of the Faculty of A&S to participate in and be well-informed about opportunities and challenges across the academic community
Director of Charles Center and UG Academic Experiences

**RESEARCH:**
- Scholars Programs
- UG Research Grants
- UG Research Symposia
- Honors/Honors Fellows Teams e.g. Glauber, VERTS, English Stonehouse

**EXPERIENCES:**
- Sharp Journalism
- Academic Internships
- Study Away
- Sharpe QEP, Mellon, Freeman
- Civic Agency Project

- International Fellowships
- WMSURE/Posse/Boswell

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**Sustainable Dean’s Positions**
(academic programs and departments only)

**To focus on stimulating and supporting faculty research and scholarship**

**DRAFT- STILL SUBJECT TO CHANGE**

**Vice-Dean, Research Innovation and Graduate Studies:**
- Faculty and Student Research Activity, 11 graduate programs, OGSER, CSAH
- Motivate and empower research, strengthen and build programs, graduate student success

**PROGRAMMATIC MANAGEMENT**

**Shared Strategic Work:**
- Faculty mapping
- Chairs/Director training
- Matrix Systems
- Research Support
- Shared Digital Work: liaison with Chairs/PD, work with other Vice-Deans and Associate-Deans, moderate faculty personnel issues, external reviews

**Retiring TTE Faculty, 50-75% FTE**

**Vice-Dean, Arts & Humanities, Modern Languages & Literature**
- AAB, APST, AMST, CLST, ENGL, FST, GSWS, GSB, JSt, LING, MUSC, MELL, PHIL, REED, TSID
- Arts: Earning, APT & AMST planning

**Vice-Dean, Natural & Computational Sciences**
- APC, Biochemistry, BIC, CAMS, CHEM, CGA, COR, CSCI, DASC, ENG, GEOL, NGS, GEOPH, PHYS
- DASC, Engineering

**Vice-Dean, Social Sciences**
- ANTH, DCC, GOVT, HIST, INVL, JDR, KINS, MLSC, PSYC, Public Health, PURP, SOCS, SELF-DESIGNED, INTERDISCIPLINARY
- Sustainable Curriculum, Professional development

**NOTE:**
There will be a collaborative process announced soon by which departments and programs will be assigned to a disciplinary/interdisciplinary dean

Rarely, there may be reassignment if programmatic focus shifts

**Remain tied to the faculty experience (teach a class or perform research)**
Motivating Research

- A&S faculty research fund ($250,000 allocation)
  - Work with Vice-Provost for Research to incentivize creative scholarship
To ensure that A&S office is a responsive partner that engenders trust in decision-making processes

DRAFT- STILL SUBJECT TO CHANGE

To balance rotating and long-term positions

To create an A&S Dean’s office that reflects the composition of the A&S community, including TTE and NTE faculty, PF and Administrative staff

To provide clear delegation of authority and autonomy of decision-making with strong communication and collaboration

Chances to learn more, ask questions, and share ideas:
FAS meeting 3/2 (today)
CCPD meeting 3/11 3:30-5 PM
A&S Faculty and Staff Information Session 3/12 3-4:30 PM
Another information session next week (TBD)

Application Process:
- Search Committee consisting of individuals nominated by FAC/CCPD/NTE, Staff, SA, and GSA advisory groups plus past administrators
- Request for Applications released M 3/22ish
- Application deadline F 4/9ish
- Interviews in April
- Announcements May
- Start mid-June/early July