

In response to concerns raised by its members, as well as those of A&S chairs and directors, the ASC has reviewed the plans for the hiring of the Executive and Divisional Deans proposed by the Structures Working Group (draft of 11/12/19) as part of the reorganization of the College of A&S. These plans are summarized as follows:

- 1) Establish a Stewardship Council consisting of the current Interim Dean, Associate Deans, and Assistant Deans of A&S, along with the Chair of the ASC. A Stewardship Council Facilitator will be hired by the Interim Dean of A&S to assist in the formation of this group.
- 2) Obtain permission from the Board of Regents to establish the positions of Executive Dean and Divisional Deans.
- 3) Elevate the current Interim Dean of A&S to Interim Executive Dean and the current Associate Deans of the Divisions to Interim Divisional Deans.
- 4) Hire the Executive Dean.
- 5) Hire each of the Divisional Deans with simultaneous national searches, but staggered contract end dates, to ensure continuity of institutional knowledge.

The ASC supports this plan in general, but with the following modifications:

- 1) Once the Divisional Dean Positions are approved by the Board of Regents, elevate the current Associate Deans of the Divisions to these positions in a non-interim capacity. The responsibilities of Divisional Deans are seen as similar to those of the existing Associate Deans of Divisions, who are talented administrators with an important reservoir of knowledge of the culture and values of the college. In addition, the existence of non-interim Divisional Deans would give the faculty more voice in the hiring of the Executive Dean. Finally, while not a determining factor, internal searches would provide a significant savings of money relative to national searches.
- 2) While not contradicting the plan of the Structures Working Group, the ASC believes that it is important to ensure that internal candidates are given equal consideration to external candidates in the national search for the Executive Dean position.