

# **PROGRESS REPORT**

**Working Group Name:** College of Arts and Sciences

**Working Group #:** 9

**Chair:** Tim Scott

**Date:** March 23, 2022

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## **Update on Actions Taken Since Last Report:**

The working group met twice since the last report. Additionally, a small group of members conducted an interview with peers from other Colleges of Arts and Sciences.

The bulk of the March 2 meeting focused on three topics. The first being an expressed voice by the working group to find a way to get the dean for the College of Arts and Sciences on equal standing as the other TAMU Colleges (after renaming). This “leveling of the legs of the four-legged stool” of CAS, COALS, ENGR, and HEALTH is outlined further below. The second portion of the meeting focused on the organizational structure. This conversation continued for the third meeting with greater clarity developed and a finer point put to the recommendations of the working group built around a completed survey. Finally, the group received an update about other services that need to be considered, particularly those that impact our students and the many staff who serve them in the many different arenas of these colleges.

One of the actions that came out of the March 2 meeting was the creation of a subgroup of three members who were interested in visiting with peers from other Colleges of Arts and Sciences about their Promotion and Tenure processes and administrative structures. This subgroup met with representatives from three aspirant peers and agreed to prepare a presentation on their findings in the March 16 meeting.

When the working group convened on March 16, the group received information from an Associate Dean in Engineering about their Promotion and Tenure process. Following this time, the subgroup presented information regarding their interviews with peers, which included some details about the promotion and tenure processes at three colleges of arts and sciences.

The subgroup also presented additional information they gathered from the peer institutions. Each of the three colleges the subgroup met with have Associate Deans in divisions to support the many administrative functions of college. In the division function, there are not replicated roles (research, UG studies, etc). Instead, these division associate deans work to support and advocate for faculty, departments, and programs in their area. They also function as “faculty affairs” for their respective areas in support of the dean.

The group next received an update on the Library Work Group shared from NK Anand. Multiple questions were raised and developed during the working group and prepared to send to the Library Work Group for consideration.

The final issue that the group addressed in their March 16 meeting was details regarding the interim dean announcement. The group expressed a desire to provide some feedback into the qualifications and expectations of this individual. The group was reminded of the institutional processes for appointing an interim dean, but the language they developed would be worked into the announcement where possible. These traits included a desire to invest in professional development of faculty and staff, experience leading a large and complicated organization, and an individual who has demonstrated an ability to be collaborative. Much of this language was captured and reflected in the announcement sent out to the campus communication seeking nominations for this position.

#### **Next Major Issue to be Addressed:**

1. The executive staffing model recommendations are set with two options being voted on by the working group. Neither option held a clear majority of the votes, so both are being supplied for input and feedback.
2. Next-level staffing structures need clear direction soon about their placement and the organization's structure.
3. Student councils will need to be reformed.
4. Since the Academic Building will be home to this college, plans to move those impacted departments need to be created/finalized ASAP. These moves impact many other moves downstream.

#### **Problems or Barriers Encountered and Solutions Identified:**

1. The Academic Building's readiness is a concern that needs attention. There are 7 weeks until the semester is over and many faculty will be leaving for the semester. Efforts to get these moves focused are underway and are receiving the attention of necessary individuals on-campus

#### **Deliverables Completed:**

Two options for executive-level organizational structures have been prepared.

#### **Timeline for Completion of Remaining Deliverables:**

The working group will begin drafting the Implementation Memo in April. There are still other items that need to be addressed in bringing the college online. The working group needs to play a role in these matters, but the Interim Dean also needs to be heavily involved in these matters as well.