

Annual Meeting Keynote Speakers Announced

2012 Program Chair **Mary Anne Fitzpatrick** (Univ. of South Carolina) has announced the lineup of keynote speakers for this year's 47th Annual Meeting

Clifford Adelman

Senior Associate with the Institute for Higher Education Policy (IHEP)

Dr. Clifford Adelman has been with IHEP since October 2006, where he plays a senior role in the organization's expansive national and international portfolio of research projects focusing on assessment, higher education access, and student mobility. He also expands upon subjects that have been a focus throughout much of his career including degree completion rates, standardized testing, and student transfer patterns.

Prior to coming to IHEP, Adelman served nearly 30 years as a senior research analyst at the U.S. Department of Education. Adelman contributed to key background studies of the high school curriculum to the landmark report, *A Nation at Risk* (1983); and designed the higher education follow-up to that report, *Involvement in Learning* (1984), which served as a platform for the assessment movement in higher education over the next decade. During his tenure at the Department of Education, he authored several studies that

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Dr. Adelman

Thomas L. Purce

President, The Evergreen State College

Dr. Thomas L. (Les) Purce has served as president of The Evergreen State College, a nationally recognized, public liberal arts college, since 2000.

Purce began his career at The Evergreen State College in 1989 as Vice President for College Advancement. Subsequently he served as Interim

President for two years and as Executive Vice President from 1992 to 1995. After moving to Washington State University from 1995-2000 as Vice President of Extended University Affairs and Dean of Extended Academic Programs, he returned to Evergreen as President.



Dr. Purce

Earlier in his career, Purce was at Idaho State University as Special Assistant to the President and Director of the Research Park and Economic Development. Purce's career in the state of Idaho spanned 15 years in both the public and private sectors. He was the first black elected official in the state, serving as city councilman and then mayor of

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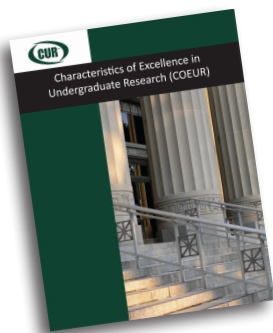
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CCAS President Hardcastle (far left) listens as CUR executive officer Elizabeth Ambros opens the press conference, held May 23 at The National Press Club in Washington, D.C. The publication’s authors, Roger Rowlett, Susan Larson, and Linda Blockus, are shown seated.

CCAS Participates in Release of Handbook on Undergraduate Research

CCAS President Valerie Gray Hardcastle was invited to moderate a press conference called by the Council on Undergraduate Research (CUR) on May 23 to announce the release of its newest publication, *Characteristics of Excellence in Undergraduate Research (COEUR)*.



As introduced by Elizabeth Ambros, the new executive officer of CUR, *COEUR* is designed to assist institutions in assessing the maturity of their undergraduate research programs. The “best practices” included in the handbook can guide colleges and universities as they strive to enhance the learning experience of students through research.

In summarizing the panel’s presentation, Hardcastle said that “Undergraduate Research is going on at most of our campuses, although most is being done ‘out on the back porch.’ The next step is forming very strong administrative-faculty partnerships in order to support Undergraduate Research at an institutional level, which is important for two reasons. First, these recommendations can lead to students being able to participate in research without having to go out on the back porch. Second, these recommendations, fully implemented, should help in setting priorities and using resources wisely.”

By special arrangement with CUR, the handbook will be the focus of a Critical Issues Forum at the CCAS Annual Meeting in Seattle.



Workshop on Assessment Draws Teams to Denver

Nearly fifty people interested in changing the “culture of assessment” at their institutions gathered at the University of Colorado Denver in late March for a team-based workshop. Directed by Eastern Washington Dean **Lynn Briggs** (at blackboard in photo), the conference sought to help participants create an environment into which assessment would be integrally woven at their college/school.

The keynote speaker was Pat Hutchings, a veteran of the student-outcome assessment movement. Her topic, “Making Assessment Work for Faculty” set the tone for a key aspect of the workshop – how to revitalize faculty interest in assessing student learning.

Other presenters included **Michele Behr**, associate dean at Univ. of Northern Colorado, who spoke on “The Intersection of Campus Assessment Culture and a Successful Accreditation Visit,” and Elizabeth Adams with the provost’s office at California State Univ., Northridge, who provided insights into the perceived opportunities and roadblocks to creating enthusiastic



faculty. Lynn Briggs concluded the program by inviting attendees to develop take-home plans for re-envisioning assessment on their campuses.

Those unable to attend the workshop will be able to participate in a modified version at the CCAS Annual Meeting in Seattle where Lynn and her team will reprise the workshop highlights.

CU-D’s College of Liberal Arts and Sciences (**Daniel J. Howard**, dean) co-sponsored the workshop, with the assistance of **Laura Argys**, associate dean.

Membership Profile Shows Strength in Numbers

Since adopting its first Strategic Plan in 2007, the CCAS Board of Directors has been keeping track of changes in membership by institutional category (as defined by the Carnegie Foundation’s “Basic Classification” scheme). Although CCAS has its origins in 1965 in what were known as the “public land-grant” institutions, the organization is now highly diverse, representing deans from every type of baccalaureate-granting institution.

As seen in this table, membership growth has been steady over the past six years, increasing by 13 percent despite coinciding with a challenging fiscal time for higher education.

Doctoral/Research universities retain especially high levels of participation,

with 176 of a total 297 institutions in that category who are CCAS members.

Master’s-level institutions represent just over 50 percent of all members, with Baccalaureate institutions representing the smallest membership share. A recent spurt in membership came about because of the concerted efforts of the CCAS Standing Committee on Private Institutions, chaired by Pat Mosto of Rider University.

We’d love to reach 500 members in 2013 – can you help? If you know a dean who would benefit from being in CCAS, just send a note to Executive Director Anne-Marie McCartan at ammcca@wm.edu and she will provide you with recruitment materials.

CCAS Membership Profile 2007-2012 (2008 data missing)

CARNEGIE CLASSIFICATION (BASIC)	# OF CCAS MEMBER INSTITUTIONS					% OF INSTITUTIONS IN CATEGORY THAT ARE CCAS MEMBERS (ROUNDED)				
	2007	2009	2010	2011*	2012	2007	2009	2010	2011*	2012
Research U/Very High	50	45	42	45	48	52%	47%	44%	42%	44%
Research U/High	77	80	81	81	85	75%	78%	78%	82%	86%
Doctoral Research U	38	41	38	41	43	45%	49%	45%	46%	48%
Total Doctoral/Research	165	166	161	167	176					
Master's/Large	150	162	160	166	166	43%	47%	46%	40%	40%
Master's/Medium	54	57	62	56	63	27%	30%	32%	30%	34%
Master's/Small	19	20	22	24	22	13%	16%	17%	19%	17%
Total Master's	223	239	244	246	251					
Baccalaureate/A&S	18	24	20	24	26	7%	8%	7%	9%	10%
Baccalaureate/Diverse	17	17	20	20	20	5%	5%	6%	5%	5%
Baccalaureate/Associate's	2	1	2	4	5	2%	1%	2%	3%	3%
Total Baccalaureate	37	42	42	48	51					
Specialized	1	2	1	1	1	< 1%	< 1%	< 1%	< 1%	< 1%
N/A	3	3	5	4	6					
	429	452	453	469	485					

* The Carnegie Foundation updated its Basic Classification in 2010, resulting in different absolute numbers of institutions in the various categories, as seen reflected in the 2011 columns, above.



Recommended Diversity Recruitment Resources from the CCAS ADVANCE Project

The Council of Colleges of Arts and Sciences (CCAS) is the focus of a collaborative effort funded through the National Science Foundation's (NSF) ADVANCE program. The CCAS ADVANCE Initiative seeks to raise awareness about unintended bias and gender equity and supports the development of systemic approaches to increase the representation and advancement of women faculty in science, technology, engineering and mathematics (STEM) fields. One part of the initiative is to identify and disseminate institutional best practices related to diversity. Listed below are a few ADVANCE project driven diversity recruitment resources that are recommended to help further institutions' recruitment of underrepresented groups for faculty and leadership roles:

1. University of Washington's Recruitment Toolkit and Excellence in Faculty Hiring
<http://www.washington.edu/diversity/avpfa/toolkit/index.shtml>
<http://www.engr.washington.edu/lead/biasfilm/intro/>
2. University of Michigan ADVANCE: Recruitment Publications and Handbook
http://sitemaker.umich.edu/advance/faculty_recruitment_publications
3. Rice University ADVANCE: Recruitment
<http://www.advance.rice.edu/Content.aspx?id=86>
This resource includes a link to the National Database of Female Ph.D. and Postdoctoral Scholars in Science and Engineering. This is a searchable database of over 1300 female graduate students and postdoctoral scholars seeking faculty positions.
4. University of North Carolina Charlotte ADVANCE: Faculty Recruitment Training
<https://advance.uncc.edu/programming/faculty-recruitment-training>
5. University of Rhode Island ADVANCE: Faculty Recruitment Tutorial
<http://www.uri.edu/advance/RecruitTutorial/index.html>
6. University of Texas El Paso ADVANCE: Best Practices
<http://academics.utep.edu/Default.aspx?tabid=40134>
Features the resource: Best Practices in Recruitment, Retention, and Mentoring by JoAnn Moody, the keynote speaker at the Gender Issues Breakfast at the upcoming 2012 CCAS Annual Meeting in Seattle.

Other ADVANCE resources on a wide-range of topics can be found at:
<http://www.portal.advance.vt.edu/>

**In order to generate and disseminate additional information that will be of interest to arts and sciences deans, CCAS ADVANCE is currently compiling best practices and resources for recruiting underrepresented faculty and college-level leaders, such as department chairs/heads and assistant and associate deans. We are interested in any institutional policies, procedures, and practices that are aimed at maximizing opportunities for hiring underrepresented faculty and college-level leaders at your institu-*

CCAS membership is based on the institution and not the Dean or the individual College. If a Dean moves from a CCAS member institution to a non-member institution, the Dean must apply for CCAS membership for new institution to continue CCAS membership benefits.

Membership Dues

SIZE	DUES
Very Small	\$375.00
Small	\$375.00
Medium.....	\$500.00
Large	\$740.00

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Williamsburg, VA 23188

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www.ccas.net

CCAS ADVANCE Project

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tions. Although we recognize the importance of recruitment via advertisements (placement and write-up), we are particularly interested in your institutional policies and practices related to recruitment plans, demographic benchmarks, funding, incentives, search committee procedures/training, and other distinctive strategies. If you have such materials or information that you are willing to provide for this purpose, please contact CCAS ADVANCE Grant Program/Research Manager Jennifer Schneider at jennifer.schneider@unco.edu.

To learn more about CCAS ADVANCE, please visit: www.ccas.net/advance or email the CCAS ADVANCE Grant Program/Research Manager Jennifer Schneider at jennifer.schneider@unco.edu.

It's That Time Again



Renewal forms for 2012-2013 have been sent via U.S. mail, along with a brochure describing the array of benefits and services available to members. The new membership year begins July 1, so please renew as soon as possible to ensure uninterrupted membership. To be included in the 2013 Membership Directory, you must renew by September 1.

Thank you for your continuing support of CCAS!

Clifford Adelman

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served as benchmarks in education and set agendas for policymakers.

Before working in the government, Adelman served in academia as an administrator and educator. He has held positions at City College of New York, Roosevelt University, William Paterson College of New Jersey, and Yale University. Additionally, he is the author of three commercially published books, and a member of various education-focused committees.

Thomas L. Purce

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Pocatello. He later served as Director of Idaho's Departments of Administration and Health and Welfare under Governor John Evans.

In the private sector, he served as partner and chief operating officer of Power Engineering Inc., one of the fastest growing electrical engineering firms in the Northwest. Dr. Purce is currently active in the nationwide Focus the Nation effort to achieve awareness of global warming challenges and to examine the social justice impacts of climate change.

2012 Standing Committees Announced

Thanks to all those who volunteered to serve on these CCAS Standing Committees for 2012. Committee members will meet at the Annual Meeting on Thursday, November 1, at 7:00 a.m.

Committee on Associate/Assistant Deans

CHAIR: Michael Brown, *East Carolina University*

BOARD LIAISON: Olufunke Fontenot, *Georgia College & State University*

Michelle Behr, *University of Northern Colorado*

Douglas L. Biggs, *University of Nebraska, Kearney*

Michael Brown, *East Carolina University*

Bruce Crauder, *Oklahoma State University*

John Fritch, *University of Northern Iowa*

Andrew McMichael, *Western Kentucky University*

Jonathan Millen, *Rider University*

Emanuel D. Pollack, *University of Illinois at Chicago*

Rennie Schoepflin, *California State University, Los Angeles*

Mary Schutten, *Grand Valley State University*

Michele Sweeney, *Salem State University*

Committee on Comprehensive Institutions

CHAIR: Joyce Taylor Gibson, *University of Southern Maine*

BOARD LIAISON: Tom Otieno, *Eastern Kentucky University*

Parviz Ansari, *Rowan University*

Chris Arndt, *James Madison University*

Laura Barrett, *Armstrong Atlantic State University*

Steve Brown, *Mississippi State University, Meridian Campus*

Scott Furlong, *University of Wisconsin, Green Bay*

Karl Kunkel, *Pittsburg State University*

Michelle Malott, *Minnesota State University, Moorhead*

Golam Mathbor, *Monmouth University*

James Mike, *Shippensburg University*

Wolfgang Natter, *St. Bonaventure University*

Maarten Pereboom, *Salisbury University*

Kara Rabbitt, *William Paterson University of New Jersey*

Bobby Winters, *Pittsburg State University*

Abbey Zink, *Western Connecticut State University*

Committee on Cultural Diversity

CHAIR: Sam Oleka, *Kentucky State University*

BOARD LIAISON: Elizabeth Say, *California State University, Northridge*

Wartyna Davis, *William Patterson University of New Jersey*

Kavita Dhanwada, *University of Northern Iowa*

Blaine Hudson, *University of Louisville*

Julia Johnson, *University of Wisconsin, La Crosse*

Andrew Kanu, *Virginia State University*

Tasneem Khaleel, *Montana State University, Billings*

Lucretia Scoufos, *Southeastern Oklahoma State University*

Paul Wong, *San Diego State University*

Committee on Gender Issues

CHAIR: Denise Battles, *University of Northern Colorado*
 BOARD LIAISON: Carmen Cid, *Eastern Connecticut State University*

Nancy Gutierrez, *University of North Carolina at Charlotte*
 Tamera Jahnke, *Missouri State University*
 Demetris Kouris, *Texas Christian University*
 David Manderscheid, *University of Nebraska, Lincoln*
 Peg McManus, *La Salle University*
 Shaily Menon, *Grand Valley State University*
 Donna Murasko, *Drexel University*
 Kristin Sobolik, *University of Maine*
 Alan White, *East Carolina University*
 Patricia Witherspoon, *University of Texas at El Paso*
 Anne-Marie McCartan, *Council of Colleges of Arts & Sciences (ex officio)*
 Jennifer Schneider, *University of Northern Colorado (ex officio)*

Committee on Liberal Arts Institutions

CHAIR: Jonathan Gering, *Truman State University*
 BOARD LIAISON: Diedre Badejo, *University of Baltimore*

Douglas Davenport, *Truman State University*
 Richard Finkelstein, *University of Mary Washington*
 Kristin Fossum, *Pomona College*
 Chris Jespersen, *North Georgia College and State University*
 Colleen Nolan, *Shepherd University*
 Aldemaro Romero, *Southern Illinois University, Edwardsville*
 Jane Wood, *Park University*

Committee on Metropolitan-Urban Institutions

CHAIR: Barbara Feldman, *New Jersey City University*
 BOARD LIAISON: Nancy Gutierrez, *University of North Carolina at Charlotte*

Deborah Baldwin, *University of Arkansas at Little Rock*
 Frank Biafora, *University of South Florida, St. Petersburg*
 Charles Brody, *University of North Carolina at Charlotte*
 Karim Ismaili, *Kennesaw State University*
 Chuck Koeber, *Wichita State University*
 Eunice Myers, *Wichita State University*
 Mark Severson, *Buffalo State College - SUNY*
 DJ Trela, *University of Michigan, Flint*

Committee on Private Institutions

CHAIR: Pat Mosto, *Rider University*
 BOARD LIAISON: Gerry Greenberg, *Syracuse University*

Catherine Albrecht, *Ohio Northern University*
 Norma Burgess, *Lipscomb University*
 Jeff Gingerich, *Cabrini College*
 Stanton Green, *Monmouth University*
 Deborah Holdstein, *Columbia College Chicago*
 Robert Kase, *University of St. Francis*
 Mary McGee, *Alfred University*
 Peg McManus, *La Salle University*
 Steve Peters, *Friends University*
 Bryce Sullivan, *Belmont University*

Committee on Research Institutions

CHAIR: Chris McCord, *Northern Illinois University*
 BOARD LIAISON: Paula Lutz, *Montana State University*

Danny Anderson, *University of Kansas*
 Laura Argys, *University of Colorado, Denver*
 Paula Bobrowski, *Auburn University*
 Jim Coleman, *Virginia Commonwealth University*
 Kelly Damphouse, *University of Oklahoma*
 Alex Enyedi, *Western Michigan University*
 Michael Gealt, *University of Arkansas at Little Rock*
 Jeff Hecker, *University of Maine*
 Pamela Jansma, *University of Texas at Arlington*
 Michael Monticino, *University of North Texas*
 Edward Sankowski, *University of Oklahoma*
 Christa Slaton, *New Mexico State University*
 Kristin Sobolik, *University of Maine*
 Ron Sudol, *Oakland University*
 George Watson, *University of Delaware*

Changing of the Guard

Carey Adams, dean of arts and letters at Missouri State University, has been named provost at Armstrong Atlantic State University. **Gloria Galanes** is the interim dean.

Mark R. Anderson is the new dean of science and mathematics at Kennesaw State University.

Denise B. Battles, dean of natural and health sciences at University of Northern Colorado, has been named provost and vice chancellor for academic affairs at University of North Carolina Wilmington.

Carolynn Berry has been named interim dean of arts and sciences at Winston-Salem State University. **Charles Ford** has returned to faculty.

Jeffrey Cass, dean of arts and sciences at University of Louisiana at Monroe, has been named provost and VPAA at University of Houston–Victoria. **Michael Camille** is the interim dean.

Kimberly Childs, from interim dean to dean of sciences and mathematics at Stephen F. Austin State University.

Wayne Fields and **Sharon Stahl**, interim deans of arts and sciences at Washington University at St. Louis, will return to faculty. **Jennifer Smith** has been named dean.

Daniel Freedman, from interim dean to dean of science and engineering at State University of New York, New Paltz.

David Hilderbrand, interim dean of arts and sciences at South Dakota State University, is retiring. **Dennis Papini** has been named dean.

Reza Kamali, dean of science and technology at Cameron University, has been named dean of natural sciences at California State University Stanislaus. **Terry Conley**, associate dean at Oklahoma City University, has been named dean.

Thomas Krise, dean of the College of the Pacific at University of the Pacific, has been named as the president of Pacific Lutheran University. **Caroline Cox** is the interim dean.

Rick Kurtz, associate dean of humanities and social and behavioral sciences at Central Michigan University, has been named dean of arts and sciences at Ferris State University. **J. Andy Karafa** will be associate dean.

Terence Langan, from interim dean to dean of arts and sciences at University of St. Thomas.

Robert Marino is interim dean of human and health sciences at California State University, Stanislaus.

Ron Matson has been named interim dean of liberal arts and sciences at Wichita State University. **William Bischoff** has returned to faculty.

Steven Moser, from interim dean to dean of arts and letters at the University of Southern Mississippi.

Andrew Novobilski, dean of sciences and mathematics at Arkansas State University, has been selected as provost and vice president of academic affairs at Gannon University. **John Pratte** is the interim dean.

Carol O'Connor, interim dean of humanities and social sciences at Arkansas State University, is retiring. **Laurie Umansky** has been named dean.

Johnny Payne has been named dean of liberal arts at University of Alaska Fairbanks. Interim dean **G. Burns Cooper** has returned to faculty.

Kathleen Rountree, from interim dean to dean of letters, arts, and social sciences at California State University, East Bay.

Linda K. Schott, dean of arts, humanities, and social sciences at Fort Lewis College, has been appointed president of University of Maine at Presque Isle.

Mark Springer, from interim dean to dean of liberal arts at St. Cloud State University.

Cheryl Stevens has been named dean of science and engineering at Western Kentucky University. **Blaine Ferrell** has returned to faculty.

Michael Stevenson, dean of social and behavioral sciences at Northern Arizona University, has been named provost at the University of Southern Maine.

James Swindal, from acting dean to dean of the McAnulty College and Graduate School of Liberal Arts at Duquesne University.

Charles Taylor, dean of liberal arts at Wright State University, is retiring. **Linda Caron** is the interim dean.

Wayne Vaught, from interim dean to dean of arts and sciences at University of Missouri, Kansas City.

Richard Vengroff, dean of humanities and social sciences at Kennesaw State University, has been named Fulbright Visiting Research Chair in North America Integration at Carleton University, Ottawa, Canada for winter semester 2013. **Robert H. Dorff** is the new dean.

Dean Yohnk, from interim dean to dean of arts and humanities at University of Wisconsin, Parkside.

John Young, interim dean of humanities, education and social sciences at Gannon University is returning to faculty. **Linda Fleming** has been named dean.

Send us your news at ccas@wm.edu.

After stepping in as Dean of the Faculty of Arts & Sciences at The College of William & Mary upon the departure of Carl J. Strikwerda (who became president of Elizabethtown College) **Eugene (Gene) Tracy** is returning to the physics faculty at William and Mary. The CCAS Board of Directors thanks him for adding the duties of CCAS Treasurer to his considerable responsibilities as interim dean, and wishes him well. **Katharine Conley** of Dartmouth College has been named dean.

New Members

Anna Maria College

Billye Auclair, vice president for academic affairs

Becker College

Betsy Fuller, vice president academic affairs

Bridgewater State University – College of Humanities and Social Sciences

Paula M. Krebs, dean

Lesley University – Lesley College

Mary Coleman, dean

Malone University – College of Theology, Arts, and Sciences

D. Nathan Phinney, dean

Mount Saint Mary College

Iris Turkenkopf, vice president for academic affairs

Iowa State University – College of Liberal Arts and Sciences

Beate Schmittmann, dean

Oxford College of Emory University

Stephen Bowen, dean of the college

Saint Vincent College – School of Social Sciences, Communication, and Education

Mary Beth Spore, dean

Troy University – College of Arts & Sciences

Jim Rinehart, dean

University of Iowa – College of Liberal Arts & Sciences

Linda Maxson, dean

CCAS 2012 ANNUAL MEETING



WHO Deans
Associate Deans
Assistant Deans
CCAS members
Non-member's (*portion of registration fee can be applied to CCAS membership for your institution*)
Guests are welcome to attend the evening receptions (*pre-registration required*)

WHEN October 31st – November 3rd, 2012

WHERE Sheraton Seattle Hotel

WHAT Four days of sessions, workshops, networking opportunities, and receptions with some of the most creative leaders in the profession. Explore the full program outline [here](#).

HOW MUCH: EARLY BIRD CCAS MEMBER FEE: \$495
Registration and payment must be received on or before September 24
CCAS MEMBER FEE (*after September 24*): \$550
NON-MEMBER FEE: \$650
ONE-DAY ONLY FEE: \$175

Sheraton Seattle Hotel: \$207 single or double
[click here for hotel reservations](#)

WHY It is THE educational and networking event of the decanal year. You will find leadership and business sessions to round out your own expertise and get advice from veterans on management, inspiring your team, and navigating everything from ethical issues to finances. Forge powerful connections with deans from around the country at this once-a-year refresher course in resisting the daily grind to make your leadership extraordinary.

[click here to register for the 2012 Annual Meeting](#)

