

Findings from 2011 Faculty Salary Survey

Mean Starting Salaries for Assistant Professors

Doctoral & Master's Institutions

	NUMBER OF AST HIRES	MINIMUM	MAXIMUM	MEAN
Starting Salary	1308	\$36,700	\$139,500	\$58,408



Mean Starting Salaries for Assistant Professors by Institution Type

Doctoral & Master's Institutions, Ascending Order by Mean Salary*

INSTITUTION TYPE	NUMBER OF AST HIRES	MINIMUM	MAXIMUM	MEAN
Public	1170	\$36,700	\$139,500	\$58,229
Private	138	\$47,000	\$100,000	\$59,920

*Note that differences by institution type are not statistically significant

Mean Starting Salaries for Assistant Professors by Geographic Location

Doctoral & Master's Institutions, Ascending Order by Mean Salary

GEOGRAPHIC REGION	NUMBER OF AST HIRES	MINIMUM	MAXIMUM	MEAN
West	194	\$42,000	\$113,000	\$56,465
Midwest	398	\$40,000	\$105,000	\$57,692
South	491	\$36,700	\$139,500	\$57,720
Northeast	225	\$47,000	\$105,000	\$62,850

This year's annual survey of salaries paid to incoming faculty (the CCAS New Hires Survey) yielded responses from 200 colleges of arts/sciences—public and private, large and small.

The mean salary paid to new tenure-track assistant professors (N=1308), across all disciplines (not including baccalaureate institutions)

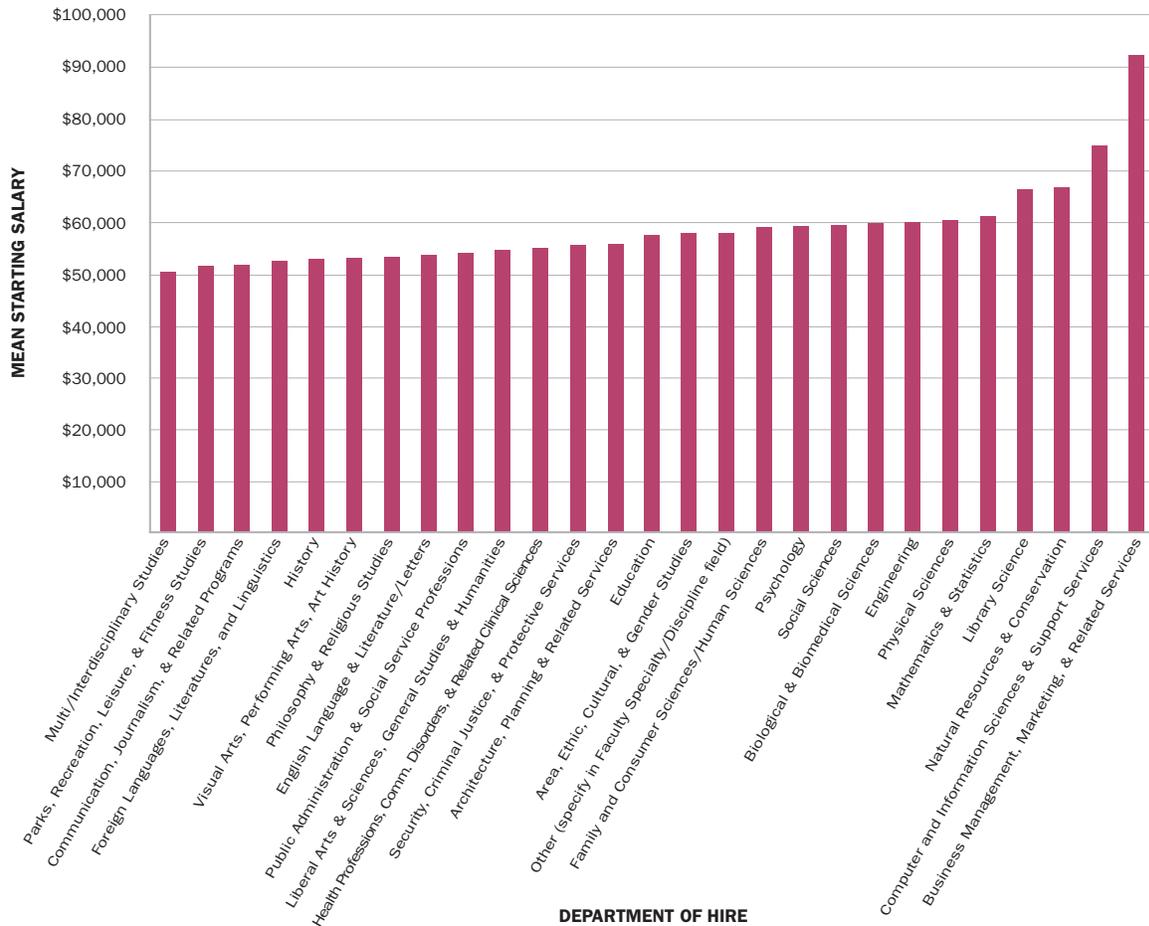
was \$58,408. This represents a one percent (1%) increase over the mean salary from the 2010 New Hires Survey. Regional difference range from a mean of \$56,465 in the west to \$62,850 in the east. The mean starting salary for faculty at private institutions was higher than those at public institutions by \$1700.

[SEE MORE>>](#)

CONTENTS

<u>CCAS Deans – A Demographic Analysis</u>	<u>4</u>	<u>Seminar for New Deans</u>	<u>10</u>
<u>Assessment Workshop</u>	<u>5</u>	<u>2012 CCAS Seminars for Department Chairs</u>	<u>12</u>
<u>Call for Proposals</u>	<u>7</u>	<u>CCAS joins National Humanities Alliance</u>	<u>14</u>
<u>Changing of the Guard</u>	<u>9</u>	<u>ADVANCE case studies available online</u>	<u>14</u>

Mean Starting Salaries for Assistant Professors by Discipline
 Doctoral and Master's Institutions, Ascending Order by Mean Salary



Mean Starting Salaries for Assistant Professors

Doctoral and Master's Institutions, Ascending Order by Mean Salary

ACADEMIC CLUSTER (BY CIP CODE)	# OF AST HIRES	MINIMUM	MAXIMUM	MEAN
Visual Arts, Performing Arts, Art History (CIP 50)	127	\$40,000	\$75,000	\$52,048
Security, Criminal Justice, and Protective Services (CIP 43)	15	\$47,000	\$63,000	\$52,933
Communication, Journalism, and Related Programs (CIP 09)	68	\$36,700	\$69,000	\$53,377
Foreign Languages, Literatures, and Linguistics (CIP 16)	81	\$40,290	\$79,400	\$54,107
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	6	\$42,500	\$65,781	\$54,464
English Language and Literature/Letters (CIP 23)	126	\$37,300	\$80,000	\$54,610
History (CIP 54)	75	\$40,000	\$68,000	\$54,704
Philosophy and Religious Studies (CIP 38)	65	\$40,000	\$72,000	\$55,245
Multi/Interdisciplinary Studies (CIP 30)	5	\$51,000	\$62,500	\$55,700
Education (CIP 13)	20	\$42,000	\$68,000	\$55,997
Public Administration and Social Service Professions (CIP 44)	21	\$48,000	\$70,000	\$56,612
Family and Consumer Sciences/Human Sciences (CIP 19)	4	\$55,000	\$63,500	\$57,125
Other	7	\$48,000	\$65,000	\$57,357
Psychology (CIP 42)	76	\$43,000	\$77,000	\$59,335
Liberal Arts and Sciences, General Studies and Humanities (CIP 24)	6	\$51,500	\$68,000	\$59,500
Architecture, Planning and Related Services (CIP 04)	3	\$56,800	\$65,000	\$59,600
Social Sciences (CIP 45)	182	\$40,000	\$139,500	\$60,835
Library Science (CIP 25)	3	\$42,500	\$73,840	\$61,113
Area, Ethic, Cultural, and Gender Studies (CIP 05)	15	\$48,000	\$70,000	\$61,243
Biological and Biomedical Sciences (CIP 26)	105	\$41,000	\$81,000	\$61,537
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	18	\$53,000	\$78,316	\$61,697
Physical Sciences (CIP 40)	143	\$44,000	\$90,000	\$62,361
Mathematics and Statistics (CIP 27)	96	\$42,000	\$113,000	\$63,183
Engineering (CIP 14)	15	\$63,000	\$75,000	\$68,400
Natural Resources and Conservation (CIP 03)	4	\$57,000	\$75,000	\$68,800
Computer and Information Sciences and Support Services (CIP 11)	17	\$52,250	\$95,000	\$77,103
Business Management, Marketing, and Related Services (CIP 52)	5	\$76,000	\$105,000	\$95,200

Mean Starting Salaries for Assistant Professors

Master's Institutions, Ascending Order by Mean Salary

ACADEMIC CLUSTER (BY CIP CODE)	# OF AST HIRES	MINIMUM	MAXIMUM	MEAN
Library Science (CIP 25)	1	\$42,500	\$42,500	\$42,500
Visual Arts, Performing Arts, Art History (CIP 50)	65	\$41,000	\$58,404	\$47,359
Communication, Journalism, and Related Programs (CIP 09)	34	\$41,000	\$67,000	\$50,973
Foreign Languages, Literatures, and Linguistics (CIP 16)	37	\$40,290	\$79,000	\$51,467
History (CIP 54)	29	\$40,000	\$67,000	\$51,765
English Language and Literature/Letters (CIP 23)	62	\$37,300	\$67,000	\$51,797
Philosophy and Religious Studies (CIP 38)	25	\$40,000	\$63,000	\$51,915
Security, Criminal Justice, and Protective Services (CIP 43)	14	\$47,000	\$63,000	\$52,429
Education (CIP 13)	13	\$42,000	\$63,100	\$53,311
Other (specify in Faculty Specialty/Discipline field)	4	\$48,000	\$57,000	\$53,500
Psychology (CIP 42)	35	\$43,000	\$70,500	\$53,598
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	4	\$42,500	\$65,781	\$54,195
Public Administration and Social Service Professions (CIP 44)	10	\$48,000	\$66,000	\$54,838
Family and Consumer Sciences/Human Sciences (CIP 19)	3	\$55,000	\$55,000	\$55,000
Social Sciences (Anthro, Archo, Econ, Geo, Hist, Inter Reltns, Poli Sci, Soc, Urban St.) (CIP 45)	74	\$40,000	\$85,000	\$55,271
Physical Sciences (CIP 40)	56	\$44,000	\$75,000	\$56,008
Mathematics and Statistics (CIP 27)	44	\$42,000	\$82,000	\$56,573
Multi/Interdisciplinary Studies (CIP 30)	4	\$53,000	\$62,500	\$56,875
Architecture, Planning and Related Services (CIP 04)	1	\$57,000	\$57,000	\$57,000
Area, Ethic, Cultural, and Gender Studies (CIP 05)	3	\$48,000	\$62,640	\$57,216
Biological and Biomedical Sciences (CIP 26)	50	\$41,000	\$75,000	\$57,769
Liberal Arts and Sciences, General Studies and Humanities (CIP 24)	1	\$65,000	\$65,000	\$65,000
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	7	\$57,000	\$78,316	\$66,607
Natural Resources and Conservation (CIP 03)	3	\$57,000	\$73,100	\$66,733
Engineering (CIP 14)	8	\$66,000	\$75,000	\$70,313
Computer and Information Sciences and Support Services (CIP 11)	12	\$52,250	\$82,000	\$73,354
Business Management, Marketing, and Related Services (CIP 52)	4	76,000	\$105,000	\$95,250

Mean Starting Salaries for Assistant Professors

Doctoral Institutions, Ascending Order by Mean Salary

ACADEMIC CLUSTER (BY CIP CODE)	# OF AST HIRES	MINIMUM	MAXIMUM	MEAN
Multi/Interdisciplinary Studies (CIP 30)	1	\$51,000	\$51,000	\$51,000
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	2	\$51,000	\$59,000	\$55,000
Communication, Journalism, and Related Programs (CIP 09)	34	\$36,700	\$69,000	\$55,782
Foreign Languages, Literatures, and Linguistics (CIP 16)	44	\$41,000	\$79,400	\$56,328
History (CIP 54)	46	\$40,000	\$68,000	\$56,557
Visual Arts, Performing Arts, Art History (CIP 50)	62	\$40,000	\$75,000	\$56,963
Philosophy and Religious Studies (CIP 38)	40	\$49,500	\$72,000	\$57,326
English Language and Literature/Letters (CIP 23)	64	\$41,000	\$80,000	\$57,334
Public Administration and Social Service Professions (CIP 44)	11	\$50,000	\$70,000	\$58,225
Liberal Arts and Sciences, General Studies and Humanities (CIP 24)	5	\$51,500	\$68,000	\$58,400
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	11	\$53,000	\$75,000	\$58,572
Security, Criminal Justice, and Protective Services (CIP 43)	1	\$60,000	\$60,000	\$60,000
Architecture, Planning and Related Services (CIP 04)	2	\$56,800	\$65,000	\$60,900
Education (CIP 13)	7	\$57,000	\$68,000	\$60,986
Area, Ethic, Cultural, and Gender Studies (CIP 05)	12	\$55,000	\$70,000	\$62,250
Other (specify in Faculty Specialty/Discipline field)	3	\$60,000	\$65,000	\$62,500
Family and Consumer Sciences/Human Sciences (CIP 19)	1	\$63,500	\$63,500	\$63,500
Psychology (CIP 42)	41	\$50,000	\$77,000	\$64,232
Social Sciences (Anthro, Archo, Econ, Geo, Hist, Inter Reltns, Poli Sci, Soc, Urban St.) (CIP 45)	108	\$42,000	\$139,500	\$64,647
Biological and Biomedical Sciences (CIP 26)	55	\$51,000	\$81,000	\$64,962
Engineering (CIP 14)	7	\$63,000	\$73,500	\$66,214
Physical Sciences (CIP 40)	87	\$46,000	\$90,000	\$66,450
Mathematics and Statistics (CIP 27)	52	\$52,400	\$113,000	\$68,777
Library Science (CIP 25)	2	\$67,000	\$73,840	\$70,420
Natural Resources and Conservation (CIP 03)	1	\$75,000	\$75,000	\$75,000
Computer and Information Sciences and Support Services (CIP 11)	5	\$73,500	\$95,000	\$86,100
Business Management, Marketing, and Related Services (CIP 52)	1	\$95,000	\$95,000	\$95,000

CCAS 2010-2011 DEANS: A Demographic Analysis

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	\$330.00
Small	\$330.00
Medium.....	\$440.00
Large	\$650.00

The Executive Office Staff

Executive Director

Anne-Marie McCartan

Executive Administrative Assistant

Gayle Helmling

Graphic Designer

Jean Pokorny

Contact Us

Phone(757) 221-1784

Fax(757) 221-1776

Emailccas@wm.edu

Web sitewww.ccas.net

CCAS Mailing Address

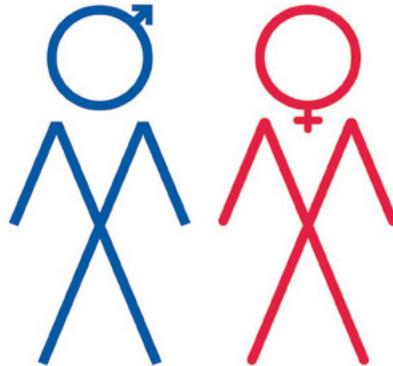
Council of Colleges
of Arts and Sciences

c/o The College of William & Mary
PO Box 8795
Williamsburg, VA 23187-8795

For UPS or FedEx ONLY
213 Ironbound Road
Alexander Galt House
Williamsburg, VA 23188

FEI: 42-6122857

www.ccas.net



Denise Battles
Jennifer Schneider
Lucinda Huffaker

University of Northern Colorado

JANUARY/FEBRUARY, 2012

Recognizing that academic deans play a pivotal role in the recruitment, retention, and advancement of STEM women faculty, 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.

As part of the CCAS ADVANCE initiative, the 2010-2011 CCAS roster of participant deans (n = 1,599- 59.4% men; 40.6% women) was examined by gender, title, and their institutions' Carnegie classification and minority serving (MSI) status in order to understand better women's representation among CCAS deans, many of whom have oversight of STEM disciplines.

Although women are generally well represented in lower-ranking dean titles (e.g. Assistant Dean), they have a smaller presence among higher-ranking titles (e.g. Dean), particularly at research-oriented universities and in non-MSIs. The importance of the dean to provost to presidency pathway, along with considerations of role-modeling of leadership roles has important implications with regard to those who will emerge as the nation's future academic leaders.

For the full article, please visit the CCAS ADVANCE's website: www.ccas.net/advance/publications

Changing the Culture of Assessment in Your College — for Accreditation and Beyond

CCAS WORKSHOP MARCH 29-30, 2012

DENVER, COLORADO

Co-sponsored by University of Colorado Denver – College of Liberal Arts & Sciences

By now, deans are convinced that assessment is an integral part of academic life. Whether a dean's commitment to assessment is due to the belief that it adds integrity to college programs, or because accrediting bodies, presidents, and provosts insist on a closed assessment loop for the distribution of favors and funds, the

**SEE SCHEDULE
ON NEXT PAGE**

success of the college often hinges on establishing a culture that embraces assessment.

In fiscally challenging times, when funding or release time for faculty engagement is nearly impossible, deans are in even more need of collegial support and practical strategies for creating a college environment into which assessment is integrally woven.

Along with the opportunity to interact with an assessment scholar, a seasoned accreditation evaluation, and other deans with successful assessment track records, each participant will create a take-home plan for enhancing the role of assessment in his/her college. This workshop is appropriate for deans, associate deans, department chairs, and for those in your college/school with responsibility for assessment. To encourage deans to bring teams of those who have responsibility for student learning outcomes, each additional participant receives a discounted registration fee.

SEMINAR FACULTY:



Lynn Briggs

Lynn Briggs, Dean, College of Arts, Letters, and Education, *Eastern Washington University* (Workshop Director)

Elizabeth Adams, Senior Director for Undergraduate Studies, *California State University, Northridge*

Michelle Behr, Associate Dean, College of Humanities & Social Sciences, *University of Northern Colorado*

Scott T. Paynton, Associate Dean, College of Arts, Humanities & Social Sciences, *Humboldt State University*

FEATURED SPEAKER

Pat Hutchings was a senior scholar and vice president at The Carnegie Foundation for the Advancement of Teaching



Pat Hutchings

from 1998-2009. She continues to work with the Foundation as a consulting scholar, and is also a scholar-in residence at Gonzaga University, in Spokane, Washington, where she now lives.

Pat's work has focused on a variety of strategies for creating a campus culture of teaching and learning: student outcomes assessment, the peer collaboration and review of teaching, integrative learning, and the scholarship of teaching and learning. Her most recent book, co-authored with Mary Taylor Huber and Tony Ciccone, is *The Scholarship of Teaching and Learning Reconsidered: Institutional Integration and Impact*.

Prior to joining Carnegie, Pat was a senior staff member at the American Association for Higher Education, where she directed the AAHE Assessment Forum and the AAHE Teaching Initiative. From 1978-1987 she was a faculty member and chair of the English department at Alverno College.

CONTINUED>>

Changing the Culture of Assessment in Your College — for Accreditation and Beyond

REGISTRATION INFORMATION

Registration fee for CCAS and ICFAD members: \$200; additional registrations from same institution: \$175 (Non-members: \$275)

To register: From www.ccas.net, click Meetings, then Assessment Workshop. Choose Existing Customer (CCAS members) or New Customer, and follow the prompts.

Registration deadline: March 15 or until workshop fills. All payments must be received by March 15.

Cancellations: Cancellations received in writing at ccas@wm.edu by March 20 will receive a full refund less a \$25 administrative fee. Refunds cannot be made after that date due to catering guarantees.

Meeting Location and Hotel Information: The meetings will be held at the Lawrence Street Center, 1380 Lawrence Street, in Downtown Denver. We have arranged for a group rate of \$139 single/double with [The Curtis Denver](#) (A Doubletree by Hilton), 1405 Curtis Street.

For room reservations, click on: [The Curtis Denver](#) or call 1-800-HILTONS (445-8667). Use the Group Code “CCA.”

Hotel Reservation deadline:
March 8, 2012

NOTE: This room rate is on a space-available basis. Please make your reservations as soon as possible. Contact CCAS for information on overflow hotels.

SCHEDULE

THURSDAY, MARCH 29

1:00 pm – 1:15 pm

Overview

Identifying our current cultures of assessment

1:15 pm – 2:15 pm

Keynote

“Making Assessment Work for Faculty”

2:30 pm – 3:45 pm

Accreditation tales: A view from the trenches

3:45 pm – 4:30 pm

What we know about changing culture in organizations

4:30 pm – 5:30 pm

Success case synthesis: a review of the literature and of CCAS member reports

6:00 pm – 7:00 pm

Networking Social Hour

FRIDAY, MARCH 30

8:00 pm – 9:00 pm

Breakfast table discussions

9:00 pm – 10:15 pm

How re-linguaging assessment can spur faculty engagement

10:30 pm – 12:00 pm

Perceived opportunities and roadblocks to creating enthusiastic faculty

12:00 pm – 1:00 pm

Lunch, seating by regional accrediting associations

1:00 pm – 2:30 pm

Workshop synthesis

2:45 pm – 4:00 pm

Working session on take-home plans



Sheraton Seattle Hotel
Seattle, Washington
October 31 – November 3, 2012

Proposals are now being accepted for the 47th Annual Meeting of the Council of Colleges of Arts & Sciences

The CCAS Annual Meeting includes four days of panels, roundtables, case studies, keynote speeches, forums, workshops, and networking opportunities that cover a broad range of issues of interest to deans. The 2012 meeting will take place in the heart of downtown Seattle, just blocks from the historic Pike Place Market, the Seattle Art Museum, the Space Needle, and Experience Music Project.

Proposals are welcome on any topic of interest to the membership. Although not limited to these topics, consider ideas suggested by those attending last year's Annual Meeting:

- Working with others (faculty senates, VP's, provosts in transition; presidents)
- Budgets and funding (budget models; using data effectively; using external funding in programs)
- Deaning (first-year pitfalls; lessons from long-term deans; time management; collaborative skills; role in innovation on campus; bridging the divide with faculty; maintaining faculty morale in difficult times)
- Students (retention strategies, marketing, advising)
- Faculty (promoting scholarship in teaching and learning; performance review; academic freedom; workload across diverse disciplines)
- Curriculum (curricular redesign; program discontinuance with shared governance; assessment and program review; general education and assessment)

As always, please remember to honor our commitment to the arts and sciences across all institutional types by including diverse perspectives.

The annual meeting will follow the familiar format: concurrent panel sessions (1¼ hour in length), keynotes, commentary on legal issues, and a single block session for case studies. Participants in the 2011 annual meeting requested sessions with more opportunity for discussion, debate and critical reflection. Based on this feedback, we are adding up to six **Critical Issue Forums** (1¼ hour in length) to this year's meeting schedule.

The **Critical Issue Forums** recognize our need to come together to deliberate about the common problems we face as leaders in higher education. Many of our members are involved in interesting work that will influence the future of higher education. Many have innovative solutions to the issues we face. The forums allow us to share promising practices with colleagues, and engage in deliberation with other deans. Whether you are a new dean or one who has served for a number of years, we invite your involvement in the Forums.

Proposals for **Critical Issue Forums** need to focus on an issue of broad interest to the membership. The forum leader should propose a topic and a short description that frames some of the issues that arise in its consideration. Forum leaders are expected to serve as facilitators who after presenting a short overview of the overall issue or problem lead a discussion toward developing three or four broad approaches/solutions to the issue. Forum participants work through the issue by considering each approach; examining what appeals to them or concerns them, and also what the costs, consequences, and trade-offs may be that would be incurred in following that approach.

PROPOSALS FOR PANELS: Proposals for complete panels, to include **session title, panelist names and institutions**, and **session abstract**, are especially welcome, but we will consider all proposals. Please be sure that panel topics are sufficiently broad to allow more than one institution to be represented. We request that panels be limited to no more than three participants so that we have adequate time for discussion. Moderators for the panels will be identified by the Program Committee. The CCAS Listservs may be used to recruit participants; see instructions under www.ccas.net/Members Only. Feedback tells us that our members appreciate sessions that pursue discussion beyond “showcasing” and that enable members to brainstorm and deliberate as well as to apply and adapt best practices.

PROPOSALS FOR CRITICAL ISSUES FORUMS: Proposals for CIF need to include **session title, name of forum leader and institution**, and **session abstract introducing the issue**. Please be sure that issues and topics are sufficiently broad to be of interest to participants from more than one type of institution.

Submit your proposal on-line by March 30, 2012:

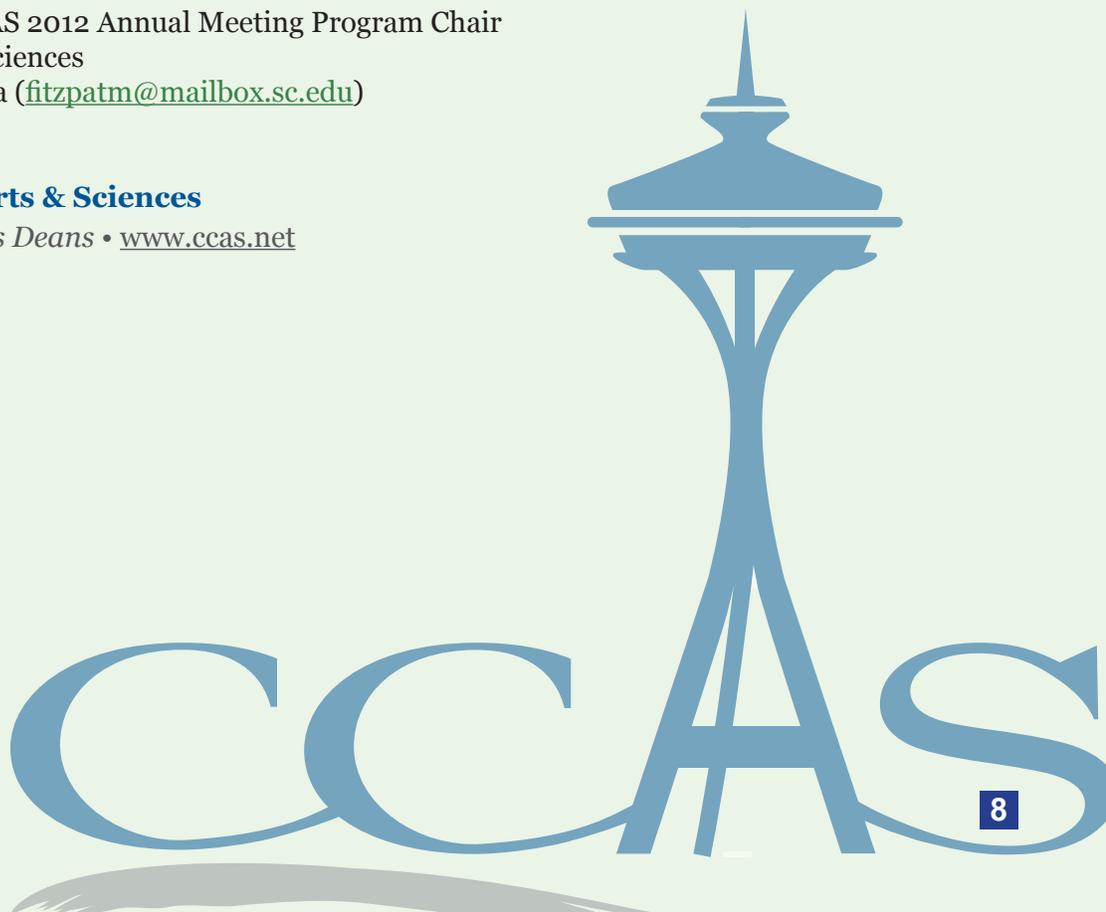
<https://www.surveymonkey.com/s/CCAS-panelists>

On behalf of the Program Committee and Executive Board of CCAS, I thank you for your interest and energy in creating the program. I look forward to seeing you in Seattle.

Mary Anne Fitzpatrick, CCAS 2012 Annual Meeting Program Chair
Dean, College of Arts and Sciences
University of South Carolina (fitzpatm@mailbox.sc.edu)

Council of Colleges of Arts & Sciences

Networking Arts & Sciences Deans • www.ccas.net



Changing of the Guard

Michael Aakhus, from interim dean to dean of liberal arts at University of Southern Indiana.

Angelia Alexander, dean of natural sciences at Pacific Lutheran University, has returned to faculty. **Matthew J. Smith** has been named dean.

Lourdes Maria Alvarez has been named dean of arts and sciences at the University of New Haven.

Grady Price Blount has been named dean of science, engineering and agriculture at Texas A&M University, Commerce.

Phyllis Callahan, from interim dean to dean of arts and science at Miami University.

Ana Mari Cauce, dean of arts and sciences at University of Washington, has been promoted to provost. **Robert Stacey** is the interim dean.

Karol Dean has been named dean of Chatham College for Women at Chatham University.

Marie Miller, from interim dean to dean of liberal arts and sciences at Emporia State University.

Harry McSween, interim dean of arts and sciences at The University of Tennessee has returned to faculty. **Theresa Lee** has been named dean.

Anne Zayaitz, from acting dean to dean of liberal arts and sciences at Kutztown University.

New Members

**Brandman University –
School of Arts & Sciences**
Jeremy Korr, interim dean

**Brigham Young University –
College of Family, Home & Social Sciences**
Ben Ogles, dean

**Brigham Young University –
College of Humanities**
John Rosenberg, dean

**Indiana University East –
School of Humanities & Social Sciences**
Katherine Frank, Dean

**Shepherd University –
School of Business & Social Sciences**
Ann Marie Legreid, dean

**State University of
New York at New Paltz –
School of Science & Engineering**
Daniel Freedman, interim dean

Send us your news at ccas@wm.edu

CCAS
Seminar for **NEW DEANS**

of Arts & Sciences

JULY 15-18

Minneapolis
MINNESOTA



The Council of Colleges of Arts and Sciences (CCAS) offers seminars in which participants examine practical issues associated with college or university administration. In the Seminar for New Deans, experienced A&S deans share their accumulated wisdom about successful deaning and facilitate discussion among participants about approaches to common problems.

Techniques used successfully by college administrators as well as ideal models of administration are emphasized. Ample networking activities allow participants to develop a set of contacts to call upon once back on campus. Varied formats, including case studies, are utilized.

CONTINUED>>

SEMINAR FACULTY



CO-DIRECTORS

Gersham Nelson, Dean

*College of Arts, Humanities,
and Social Sciences
University of Central Missouri*



David Manderscheid, Dean

*College of Arts & Sciences
University of Nebraska, Lincoln*



FEATURED SPEAKER

Isaac J. Mowoe, Esq.

*Expert in Higher Education
and the Law*



FEATURED SPEAKER

**P. Geoffrey Feiss,
Provost Emeritus**

The College of William & Mary



FACILITATORS

Mary Boyd, Dean

*College of Arts & Sciences
University of San Diego*



Joyce Taylor Gibson

*Dean, Lewiston-Auburn College
University of Southern Maine*

REGISTRATION INFORMATION

Since small-group discussions are critical to the seminar format, registration is limited to 40.

The registration fee of \$600 includes conference materials, Sunday and Tuesday social hours, Monday, Tuesday and Wednesday breakfast buffets, and Monday lunch. Fee for non-members is \$750.

Registration Procedure: From www.ccas.net, log in with your personal ID and password under Members Only (write ccas@wm.edu if you do not know your ID). Non-CCAS members may register as New Customers.

Registration Deadline: June 26, 2012, or until the seminar is filled. Payment need not accompany your registration but must be received by June 26.

The first 40 registration requests will be accepted, with preference going to college/school deans; additional requests will be wait-listed in order of receipt.

Cancellation Policy: For written cancellations received in the CCAS office by 5:00 p.m. EST on June 26, CCAS will refund the registration fee, less a 10% administrative fee. CCAS will refund 50% of the registration fee upon receipt of written cancellation from June 26 through July 9. After July 9 no refund will be granted due to catering guarantees.



Radisson Plaza Hotel

35 South Seventh Street, Minneapolis MN 55402

The Radisson Plaza Hotel is within walking distance of many local attractions in the area, including Hennepin Avenue's famous entertainment venues, the Mississippi Mile, theaters and shops. Target Field — home of the Minnesota Twins, who are playing at home that week — is connected to the Radisson Plaza Hotel through the city's skyway system. Consider extending your stay a few days before or after the seminar to take advantage of all that Minneapolis has to offer.

Group Room Rate: \$159 plus tax, single or double

Hotel reservation deadline: June 20, 2012

To make reservations: <http://bit.ly/xJ7S6l>

Or call 612-339-4900 and ask for the rate for the CCAS Department Chairs & New Deans Seminars.

PRELIMINARY PROGRAM

SUNDAY, JULY 15

- 4:00 – 5:30 pm
Check-in & seminar registration
- 5:30 – 6:30 pm
Networking reception
Dinner on your own

MONDAY, JULY 16

- 7:30 – 8:30 am
Breakfast
- 8:30 – 9:00 am
Welcome, Introductions & Overview
- 9:00 – 10:00 am
Getting Started: Shaping & Organizing College Operations
- 10:30 am – 12:00 pm
Leadership, Equity, & Decision-making
- 12:00-1:30 pm
Luncheon buffet
- 1:30 – 3:00 pm
Planning & Budgeting
- 3:15 – 5:00 pm
What Provosts Expect From Their Deans

TUESDAY, JULY 17

- 7:30 – 8:30 am
Breakfast
- 8:30 – 11:45 am
Legal Issues in Higher Education
- 11:45 am – 1:15 pm
Lunch on your own
- 1:15 – 4:30 pm
Faculty Issues/Development
- 6:00 – 7:00 pm
Networking reception

WEDNESDAY, JULY 18

- 7:30 – 8:30 am
Breakfast
- 8:30 – 10:00 am
Case Studies
- 10:30 - 11:30 am
Problem-Solving Exercises or Role of the Associate/Assistant Dean
- 11:30 - Noon
Taking it Home



2012 CCAS SEMINARS for DEPARTMENT CHAIRS

Sponsored by the Council of Colleges of Arts and Sciences

July 12-14
(Thursday-Saturday)

Radisson Plaza Hotel Minneapolis
Minnesota

October 7-9
(Sunday-Tuesday)

Bahia Resort Hotel
San Diego

OVERVIEW

The CCAS SEMINAR FOR DEPARTMENT CHAIRS provides a forum in which chairs—new and experienced— can examine the art of departmental administration through close interaction with colleagues from multiple disciplines and from institutions around the country. Presentations by experienced department chairs will focus upon actual techniques that chairs use, as well as ideal models of administration. Group discussion is critical to the seminar format. Registration, therefore, is limited to 40 participants. Two social hours, breakfast and lunch on the second day, and breakfast on the third day facilitate interchange among participants. All banquet functions are included in the registration fee.

COMMENTS FROM PREVIOUS PARTICIPANTS:

“The discussions are great – having people from many different institutions – and types of institutions – give their insights is the most valuable thing.”

“I would recommend this seminar to any and all chairs.”

“Social hours & opportunities to exchange information one-on-one and in small groups were invaluable, not just for commiseration/venting but especially for the suggestions and new perspectives.”

“Great balance of presentation and discussion.”

“I found this seminar to be illuminating. It really should be a requirement for all new chairs.”

“Very inspiring. I return to my campus with much more confidence and insight.”

SEMINAR FACULTY

SEMINAR DIRECTORS:



Lori Vermeulen, Dean
College of Arts
and Sciences
West Chester University
of Pennsylvania



Michael M. Monticino,
Dean
College of Arts &
Sciences
University of North
Texas

FACILITATORS:

Four experienced department chairs from a range of disciplines and institutional types will offer small-group and individual sessions with seminar participants.

PRELIMINARY PROGRAM

DAY 1

3:00-5:30 pm

Seminar Registration

4:00-5:45 pm

**The Chair as
Academic Leader**

6:00-7:00 pm

Social Hour

(Dinner on your own)

DAY 2

7:30-8:30 am

Breakfast

8:30 am-10:00 am

The Basics for New Chairs

OR

**Problem-solving for
Experienced Chairs**

10:30 am-12:00 pm

**Managing People
and Conflict**

12:00 noon-2:00 pm

**Luncheon with
Discussion Topics**

2:00-5:30 pm

**Recruitment, Retention,
and Development of
Faculty/Working with
the Dean**

5:45-6:45 pm

Social Hour

(Dinner on your own)

DAY 3

7:30-8:30 am

Breakfast

8:30-10:30am

Case Studies

11:00 am-12:00 noon

Taking Care of Yourself

2012 CCAS SEMINARS for DEPARTMENT CHAIRS

Sponsored by the Council of Colleges of Arts and Sciences

REGISTRATION

The Seminar is open to chairs/heads at accredited baccalaureate degree-granting CCAS member institutions. Due to space limitations, **no more than TWO chairs from the same institution** will be admitted. **The first 40 registration requests will be accepted; additional requests will be wait-listed in order of receipt.**

TO REGISTER: www.ccas.net Under Meetings, click the event you wish to attend. Register as a New Customer.

REGISTRATION FEE: \$500 (\$750 for non-member institutions).

Includes seminar materials, two social hours, two breakfasts, and one luncheon.

REGISTRATION DEADLINE for the Minneapolis seminar: **June 28**. Payment must be received by that date. *Please note: Registration is likely to fill well before these cut-off dates.*

CANCELLATION POLICY for Minneapolis: For written cancellations received in the CCAS office by 5:00 p.m. EST on **July 5**, CCAS will refund the registration fee, less a \$50 administrative fee. After July 5 no refunds will be granted.

Radisson Plaza Hotel Minneapolis
35 South Seventh Street
Minneapolis, MO 55402

RATE: \$159 single/double plus tax

HOTEL RESERVATION DEADLINE: June 20

FOR RESERVATIONS: click on [Radisson Plaza Hotel Minneapolis](#) or call 612-339-4900 and ask for the CCAS Department Chairs & New Deans Seminar group rate.

REGISTRATION DEADLINE for the San Diego seminar: **September 21**. Payment must be received by that date. *Please note: Registration is likely to fill well before these cut-off dates.*

CANCELLATION POLICY for San Diego: For written cancellations received in the CCAS office by 5:00 p.m. EST on **September 28**, CCAS will refund the registration fee, less a \$50 administrative fee. After September 28 no refunds will be granted.

Bahia Resort Hotel,
San Diego
998 West Mission Bay Drive
San Diego CA 92109

RATE: \$179 single/double plus tax

HOTEL RESERVATION DEADLINE: September 17

TO MAKE RESERVATIONS: [Bahai Resort Hotel](#) or call 1-800-576-4229 and ask for the group rate for the CCAS Department Chairs Seminar

TRAVEL PLANS

Both these cities have a plethora of attractions. **Participants from previous seminars have said that they wished they had added an extra day to explore the city before or after the seminar.** Both hotels have extended the group rate for several days on either side of the event, on a space-available basis. You are urged to make your hotel reservations after receiving confirmation of registration, or in no case later than the reservation deadline.

Minneapolis: Flights are into Minneapolis-St. Paul International Airport (MSP).

San Diego: Flights are into San Diego International Airport (SAN).

For more information, please contact:
Telephone **757-221-1784**; email ccas@wm.edu; webpage www.ccas.net

ADVANCE case studies available online

With support from the CCAS ADVANCE project, new case studies on gender-equity issues have been written and used with great success in seminars for Deans and Chairs and at the Annual Meetings. These case studies are now available for member use; download them from the CCAS ADVANCE website: www.ccas.net/ADVANCE/casestudies.



The case studies are open access; if you wish to download the accompanying facilitator guides, simply log in under Members Only using your login ID.

CCAS Joins National Humanities Alliance

The Council of Colleges of Arts & Sciences is now an associate member of the National Humanities Alliance, a Washington-based advocacy coalition dedicated to promoting the common interests of its members with regard to national policy, programs, and legislation that impact work in the humanities.



NHA

National Humanities Alliance

“Advocating for the needs and perspectives of the arts and sciences” is included in the *CCAS Strategic Plan 2010-2013*. In addition, the Board of Directors decided to join NHA, believing that—more than other areas in the liberal arts—the humanities were most in need of advocacy at the federal level. Board member **Diedre L. Badejo** (Univ of Baltimore) will represent CCAS at the National Advocacy Day in Washington, D.C., on March 19-20.

For more information on the National Humanities Alliance, visit www.nhalliance.org