

# Annual Meeting Keynote Speakers Announced

2014 Program Chair Timothy D. Johnston (U. of North Carolina at Greensboro) has announced the Thursday keynote speakers for this year's 49th Annual Meeting in San Antonio, Texas

## "Pathways, Potholes, & Partnerships: Rethinking the future of graduate education"

Debra W. Stewart served as President of the Council of Graduate Schools from July 2000 through June 2014 and now holds the title of President Emerita and Senior Scholar, CGS. She



**Deborah W. Stewart**

holds degrees from Marquette University, University of Maryland and the University of North Carolina, Chapel Hill. From 1984 to 2000, she was a professor of Political Science and Public Administration at North Carolina State University. She became Associate Dean of the Graduate School in 1983

and Dean in 1988. In 1994 she served as Interim Chancellor at the University of North Carolina, Greensboro. Prior to coming to CGS, she was Vice Chancellor and Dean of the Graduate School at North Carolina State University.

Stewart's service to graduate education includes the GRE Board, the Council on Research Policy and Graduate Education, the Board of Oak Ridge Associated Universities, the CGS Board of Directors, the Triangle Center for Advanced Studies, the American Council on Education Board and several National Research Council Committees. She is currently on the ETS Board of Trustees and international boards at the Freie Universität Berlin and the Vienna University of Economics and Business. She has received honorary doctorates from the Université Pierre et Marie Curie and Loyola University Chicago.

Stewart is author, coauthor, and editor of books and numerous scholarly articles on administrative theory and public policy. She lectures nationally and internationally on graduate education issues and challenges. Her research focuses on ethics in managerial decision-making.

## "The Challenge of Big Data: Retooling the humanities"

Laura Mandell is Professor of English and Director of the Initiative for Digital Humanities, Media, and Culture at Texas A&M University. She is the author of *Misogynous Economies: The Business of Literature*



**Laura Mandell**

*in Eighteenth-Century Britain* (1999), a Longman Cultural Edition of *The Castle of Otranto* and *Man of Feeling*, and numerous articles primarily about eighteenth-century women writers. Her recent article in *New Literary History*, "What Is the Matter? What Literary History Neither Hears Nor Sees," describes how digital work can be

used to conduct research into conceptions informing the writing and printing of eighteenth-century poetry. She is Project Director of the Poetess Archive, an online scholarly edition and database of women poets, 1750-1900 (<http://poetessarchive.org>), Director of 18thConnect (<http://www.18thConnect.org>), and Director of ARC, the Advanced Research Consortium overseeing NINES, 18thConnect, and MESA. Her current research involves developing new methods for visualizing poetry, developing software that will allow all scholars to deep-code documents for data-mining, and improving OCR software for early modern and 18th-century texts via high performance and cluster computing.

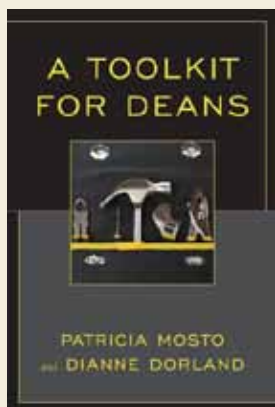
She holds an M.A. and Ph.D. in English from Cornell University and a B.A. in English/French from University of New Mexico.

[Click here](#) for more information on the Annual Meeting this fall.

For information on the pre- and post-conference workshops: [Conflict Management for Deans](#), [Getting Ahead: A Career Planning Workshop](#), [Selling the Value of the Liberal Arts](#)

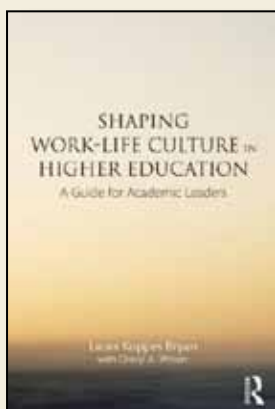
# CCAS Members Publish Books on Administration

*Two CCAS members have authored new books that should be of interest to our members*



**A Toolkit for Deans**, by Patricia Mosto (Dean of the Liberal Arts, Education & Sciences at Rider University) and Dianne Dorland. Rowman & Littlefield Publishers, 2014. \$38.50 (use promo code RLEGEN14 to get a 20% discount).

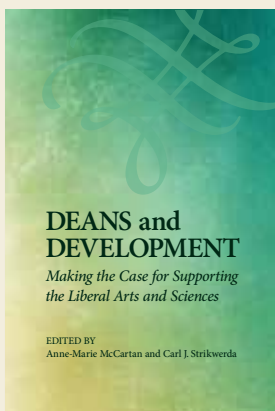
According to the publisher, this book provides foundational thoughts on situations where deans find themselves when managing up, managing their peers and themselves, or managing down. The case studies and scenarios are useful for thinking about problems or issues beforehand and for considering how other deans handled these situations, even if the specifics or eventual resolutions are different. While there will be differences in who is involved, the actions they can take, the cost of those actions, the outcomes that can be achieved, how actions are linked to outcomes, and what information is available, each case or scenario provides situational insights. The case studies and scenarios represent a range of experiences from many deans and cover a variety of both public and private institutions of different sizes and locations.



**Shaping Work-Life Culture in Higher Education: A Guide for Academic Leaders**. By Laura Koppes Bryan (Dean of the Yale Gordon College of Arts and Sciences, University of Baltimore) and Cheryl A. Wilson. Routledge, forthcoming. Available for pre-order at \$36.95.

As described by the publisher, this book provides strategies to implement beneficial work-life policies in colleges and universities. As compared to the corporate sector, higher education institutions have been slow to implement policies aimed at fostering diversity and a healthy work-life balance, which can result in lower morale, job satisfaction, and productivity, and causes poor recruitment and retention. Based on extensive research, this book argues that an effective organizational culture is one in which managers and supervisors recognize that professional and personal lives are not mutually exclusive.

With concrete guidelines, recommendations, techniques, and additional resources throughout, this book outlines best practices for creating a beneficial work-life culture on campus, and documents cases of supportive department chairs and administrators. A necessary guide for higher education leaders, this book will inform administrators about how they can foster positive work-life cultures in their departments and institutions.

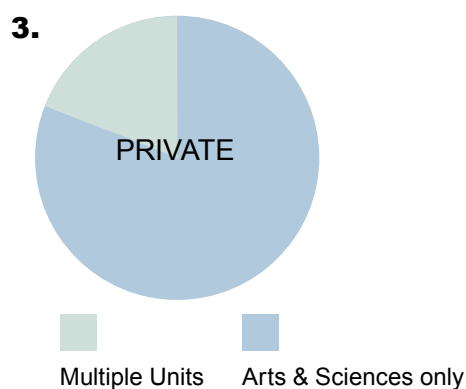
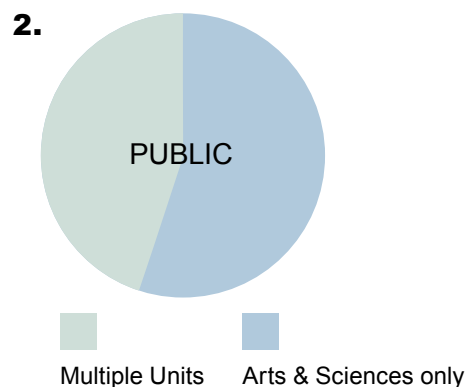
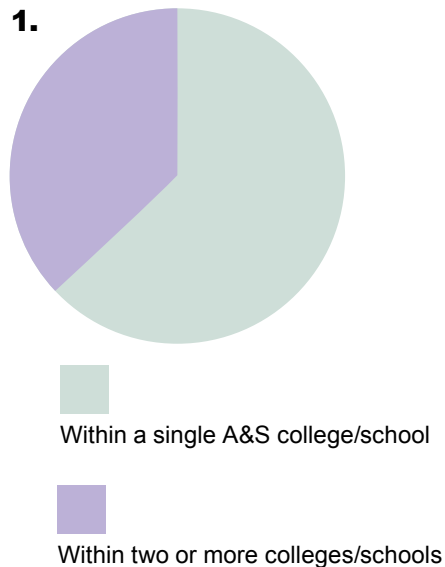


And don't forget that you can order additional copies of the new CCAS publication, **Deans and Development: Making the case for supporting the liberal arts and sciences** for \$10/copy. Click on *Deans and Development* under the Publication tab on our website.

If you have published something  
that might be of interest to your fellow deans,  
write us at [ccas@wm.edu](mailto:ccas@wm.edu)

# Organizing the Arts and Sciences

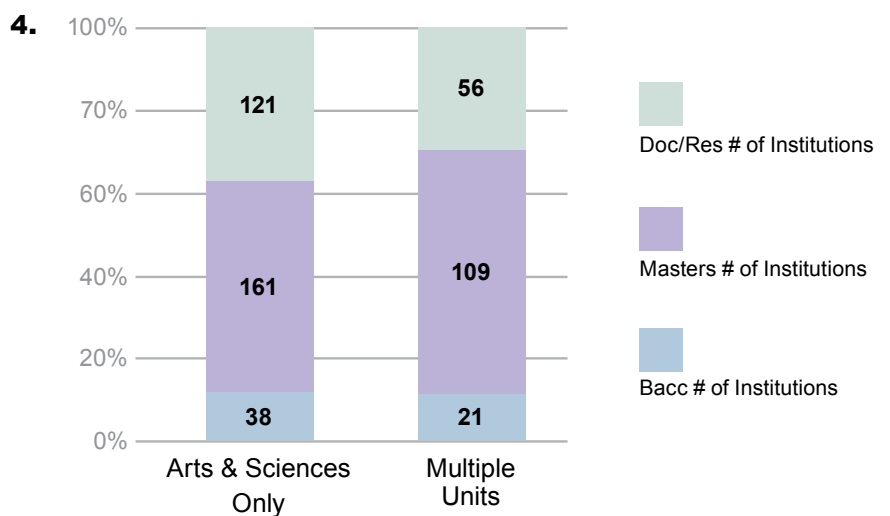
## Organizing the Arts and Sciences



Not infrequently, the CCAS Executive Office receives a query along these lines: How are Arts and Sciences typically organized within universities? As the largest organization of Arts & Sciences deans, the CCAS member database sheds some light on this question. An analysis of the data on hand reveals that out of a total 506 member institutions, 320 (67%) organize the Arts & Sciences disciplines within a single College or School. The remaining third house them within anywhere from two to four separate units (Figure 1). In fact, in the CCAS member database, over 120 different names are used for colleges/schools that house the disciplines within arts and sciences.

Private institutions are much more likely (81%) than public institutions (51%) to combine A&S under one roof. This may be a function of size as well as institutional type, as many of CCAS' private-institution members are small- and medium-sized institutions (Figures 2 & 3).

When viewed by institutional type, doctoral/research universities are the most likely to have single A&S colleges, followed by baccalaureate institutions, and finally master's (Figure 4).



Anecdotally, we have seen over the years that somewhere around five CCAS member institutions inform us annually that they have reorganized from a single College to multiple units – or vice versa. In some cases, the number of separate units remains the same, but the disciplines housed within each changes.

A few issues complicate this analysis. First, although a high percentage of doctoral-research and master's institutions are CCAS members, only a small percentage of the nation's many baccalaureate-oriented institutions are in CCAS. And second, it's difficult to tell from a title alone whether "Arts" includes the fine and performing arts or whether these programs are housed under free-standing schools outside of Arts & Sciences.



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

#### The Executive Office Staff

Executive Director  
*Anne-Marie McCartan*

Member Services Coordinator  
*Gayle Helmling*

Office Specialist  
*Nichelle Wright*  
Graphic Designer  
*Jean Pokorny*

#### Contact Us

Phone.....(757) 221-1784  
Fax.....(757) 221-1776  
Email.....[ccas@wm.edu](mailto:ccas@wm.edu)  
Web site.....[www.ccas.net](http://www.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](http://www.ccas.net)



Renewal forms for 2014-2015 were sent the end of April via U.S. mail, along with a courtesy copy of the new CCAS book, *Deans and Development: Making the case for supporting the liberal arts and sciences*. The new membership year begins July 1, so please renew as soon as possible to ensure uninterrupted membership benefits.

To be included in the 2015 Membership Directory, you must renew by September 1.

*Thank you for your continuing support of CCAS!*

## REMINDER

### 2014 New Hires Survey *please participate!*

Each summer, CCAS collects data on starting salaries and start-up packages for faculty hired this past year (called the New Hires Survey). By now, all deans should have received an email from SimpsonScarborough requesting your participation in this year's data collection. **Many find the results invaluable when making a case to your provost for salary/start-up offers**, as the results are sortable by Carnegie classification, discipline, geographic region, academic rank, and so forth.

Your submissions will be accepted through September 1. We greatly appreciate your cooperation with this important member service. If you have any questions, contact Meredith Simpson at [meredith@simpsonscarborough.com](mailto:meredith@simpsonscarborough.com).

## 2014 Standing Committee on Cultural Diversity

The membership of this committee was finalized after publication of the last newsletter's listing of committee memberships.

CHAIR: Andrew Kanu, *Virginia State University*

BOARD LIAISON: Kate Conley, *The College of William & Mary*

Wartyna Davis, *William Paterson University of New Jersey*

Sharon Ishii-Jordan, *Creighton University*

Julia Johnson, *University of Wisconsin, La Crosse*

Hamoud Salhi, *California State University, Dominguez Hills*

Edward Sankowski, *The University of Oklahoma*

## SEMINARS for DEPARTMENT CHAIRS

### JUNE 10-12 Cleveland OHIO

### TRAINING FOR YOUR NEW DEPARTMENT CHAIRS

A few spaces are still available for this summer's CCAS Seminar for Department Chairs, being held July 10-12 in Cleveland, Ohio. The next offering, which is quickly filling up, will be in San Diego October 5-7. [Here's the link for additional information.](#)

## PRE-CONFERENCE workshop



### WEDNESDAY, November 5

7:30 am – 2:45 pm

#### Conflict Management for Deans

Conflict management is an essential skill for all Arts and Sciences Deans. This interactive workshop will focus on the Dean's role in managing conflict. The workshop begins with how to conduct a conflict analysis within the two main approaches to conflict (collaborative and competitive). Key skills for effective conflict management will be discussed, and workshop registrants will be active participants in specific skill-building activities.

A highlight of the workshop is a set of case studies featuring scenarios that are frequently encountered by Deans. The session will close with a discussion of resources for conflict management.

#### PRESENTER:



#### **Suzanne McCorkle, Ph.D.**

Suzanne McCorkle is Director, Boise State University Dispute Resolution Program and Professor of Communication. Previously she was Interim Dean and Associate Dean, College of Social Sciences and Public Affairs, Boise State University. She is the author (with Melanie J. Reese) of *Mediation Theory and Practice*, Allyn and Bacon, 2004 and *People Skills for Public Managers* (M.E. Sharpe, 2014) with Stephanie L. Witt.

ROOM LOCATION: Conference Rooms 17-18

#### SCHEDULE:

##### **7:30 am – 8:00 am**

Workshop check-in and  
light refreshments

##### **8:00 am – 12:00 pm**

Morning session

##### **12:00 pm – 1:00 pm**

Networking luncheon (provided)

##### **1:00 pm – 2:45 pm**

Afternoon session

*Separate registration and fees apply. Enrollment is limited to 40 participants, so register early! There will be no on-site registration for these workshops.*

REGISTRATION FEE: \$195



## PRE-CONFERENCE workshop



WEDNESDAY, November 5

7:30 am – 2:45 pm

### Getting Ahead: A Career Planning Workshop

Marlene Ross, along with two search consultants, will facilitate a discussion of the complexities of the search process and the “do’s and don’t’s” of applying for leadership positions in academic administration. You will learn how to frame a good CV and letter of application, and how to prepare yourself for an interview. Breakout sessions will focus on assessing participants’ CVs and cover letters. Discussion will include the multiple pathways to decanal and provost positions. The consultants also have proven track records in placing minority administrators in leadership positions. Participants will be asked to provide copies of their CV’s, an ad (real or fictional), and a cover letter in response to the ad for their next possible position.

#### FACILITATOR:

**Marlene Ross**, *Ph.D. Higher Education Consultant/Executive Coach*



*Former director, American Council of Education Fellows Program*

Marlene Ross worked at the American Council on Education for nearly 24 years. She directed the ACE Fellows Program for 17 years and is an expert on leadership development for academic administrators. She designed and implemented the ACE Fellows promotional and selection processes as well as its curriculum and has mentored hundreds of higher-education leaders and coached them through searches and difficult work challenges.

Dr. Ross is currently a consultant conducting on-campus assessments and presidential evaluations as well as designing and implementing leadership workshops. She also serves as an executive coach to higher education leaders including new presidents.

#### PRESENTERS:

**Bill Funk**, *R. William Funk & Associates (TX)*

**Marion Frenche**, *Greenwood/Asher & Associates*

ROOM LOCATION: Salon K

#### SCHEDULE:

**7:30 am – 8:00 am**

Workshop check-in and light refreshments

**8:00 am – 12:00 pm**

Morning session

**12:00 pm – 1:00 pm**

Networking luncheon (provided)

**1:00 pm – 2:45 pm**

Afternoon session

REGISTRATION FEE: \$195

*Separate registration and fees apply.  
Enrollment is limited to 40 participants,  
so register early! There will be no on-site  
registration for these workshops.*



## SATURDAY, November 8

1:00 pm – 5:00 pm

### **Selling the Value: Positioning and marketing colleges of Arts & Sciences in a pre-professional-focused world**

In a world where engineering, business, criminal justice, education and any other major that seemingly leads directly to a job are all the rage, how do colleges/schools of arts & sciences compete to establish the value of their programs? We've all heard parents lament, "How will my child get a job with a degree in [fill in the blank humanities or social sciences major]?" SimpsonScarborough, a higher-education market research firm, has worked with a wide variety of liberal arts colleges and even more colleges of Arts & Sciences within large universities. Extensive data has been gathered about the perceived value of the liberal arts in the minds of prospective students, their parents, students earning degrees in the Arts & Sciences, and alumni of colleges of Arts & Sciences. In this session, we will present a meta-analysis of the data gathered across a wide variety of institutions from across the country and share our commentary and insight on how to compete more effectively for students, dollars, and attention.

#### PRESENTER:



**Elizabeth Scarborough,**  
*CEO and Partner, SimpsonScarborough*

Elizabeth is a nationally recognized expert in the use of research to drive marketing and branding efforts. With 20 years of experience developing and conducting market research studies, she is an industry leader in providing strategic solutions to colleges and universities. She is an expert in survey instrument design, sampling plan development, data analysis, and the compilation and presentation of marketing intelligence. Before joining

SimpsonScarborough, Elizabeth founded the research division of Carnegie Communications, where she pioneered the use of geodemographic research to inform college and university enrollment and marketing strategy. Elizabeth chaired the American Marketing Association's Symposium for the Marketing of Higher Education from 2007 to 2011. She has presented more than 200 workshops and papers on marketing and market research at a veritable alphabet soup of higher education-related conferences and symposia, including NACAC, NAGAP, AMA, AGB, NAICU, AACRAO, ASBAP, PCACAC, SACAC, and NYSACAC.

REGISTRATION FEE: \$95

# Changing of the Guard

**Laurie Achenbach** from interim dean to dean of science at Southern Illinois University.

**Stephen Addison** from interim dean to dean of natural sciences and mathematics at the University of Central Arkansas.

**Parviz Ansari**, dean of science and mathematics at Rowan University, has been appointed provost and vice chancellor for academic affairs at Southern Illinois University, Edwardsville.

**Mark Arant**, dean of science, technology, engineering, and mathematics at University of Arkansas, Fort Smith, has been appointed provost and vice president for academic affairs at Northeastern State University. **Jim Belcher** is interim dean.

**Deborah Baldwin**, dean of arts, humanities, and social sciences at University of Arkansas at Little Rock has been appointed associate vice provost. **Shearle Furnish** has been named founding dean of arts, letters, and sciences.

**Julie Barnes**, interim dean of arts and sciences at Bowling Green State University, will move to executive associate dean. **Raymond Craig** has been named dean.

**Laura Barrett**, dean of liberal arts at Armstrong State University, has been named dean of liberal arts and sciences at State University of New York at New Paltz. **David Wheeler** has been named dean.

**Susan Beatty**, dean of liberal arts and sciences at Portland State University, has been appointed Provost of The Sage Colleges.

**Cynthia Berg** from interim dean to dean of social and behavioral science at University of Utah.

**Joanne Berger-Sweeney**, dean of arts and sciences at Tufts University, has been appointed president of Trinity College. **James Glaser** has been named dean.

**José Luis Bermúdez**, dean of liberal arts at Texas A&M University, has been appointed associate provost. **Pamela Matthews** is the interim dean.

**Charles Bomar** from interim dean to dean of science, technology, engineering and mathematics at University of Wisconsin, Stout.

**Leroy Bynum**, dean of arts and humanities at Albany State University, has been named dean of arts and humanities at The College of Saint Rose.

**Randy Cagle** from interim dean to dean of humanities and social sciences at Minnesota State University, Moorhead.

**Heather Coltman** from interim dean to dean of arts and letters at Florida Atlantic University.

**Kelly Damphousse** from interim dean to dean of arts and sciences at The University of Oklahoma.

**Karol Dean**, dean of the College for Women at Chatham University, has been named dean of social and behavioral science at Mercy College.

**Darlene Motley** has been named dean of the newly restructured School of Liberal Arts and Business.

**John M. de Castro**, dean of humanities and social sciences at Sam Houston State University, has returned to faculty. **Abbey Zink**, previously dean of arts and sciences at Texas A&M University, Kingsville, has been named dean.

**Emily Donnelly-Sallee** from interim dean to dean of liberal arts and sciences at Park University.

**David Ewing**, dean of arts and sciences at Canisius College, has been appointed vice president for academic affairs and dean of faculty at Bethany College.

**Barbara Feldman**, dean of arts and sciences at New Jersey City University, has been appointed provost and vice president for academic affairs at Bridgewater State University.

**Robert Feldman**, dean of social and behavioral science at the University of Massachusetts Amherst, has been appointed deputy chancellor. **John Hird** is the interim dean.

**Jacquelyn Fetrow**, dean of Wake Forest College at Wake Forest University, has been appointed provost and vice president for academic affairs at University of Richmond.

**Sheryl Fontaine** from interim dean to dean of humanities and social science at California State University, Fullerton.



**Katherine Pruett Frank**, previously dean of the humanities and social sciences at Indiana University East, has been named dean of arts and sciences at Northern Kentucky University.

**Jeffrey Frye** from interim dean to dean of sciences at The University of Findlay.

**Kenneth Furton**, dean of arts and sciences at Florida International University, has been appointed provost and executive vice president. **Michael Heithaus** is the interim dean.

**Munashe Furusa**, dean of arts and humanities at California State University, Dominguez Hills, has been appointed vice chancellor for Africa University. **Garry Hart** is the interim dean.

**Steve Goddard**, interim dean of arts and sciences at University of Nebraska-Lincoln, has been appointed associate vice chancellor for research. **Joseph S. Francisco** has been named dean.

**Vagn Hansen**, dean of arts and sciences at University of North Alabama, is retiring. **Carmen Burkhalter** has been named dean.

**Frederika Harmsen**, dean of natural sciences at California State University, Chico, had been appointed provost at California State University, Sacramento. **Mike Ward** is the interim dean.

**David Hayes**, dean of arts and sciences at Union College, has retired. **Wendy Sternberg** has been named dean.

**David Hayhurst** has been named dean of science and technology at University of Southern Mississippi.

**James Henderson**, dean of natural and social sciences at California State University, Los Angeles, has been appointed provost and vice president for academic affairs at University of Louisiana at Lafayette. **Scott Bowman** is the interim dean.

**Sharon Hilles** from interim dean to dean of letters, arts, and social sciences at California State Polytechnic University, Pomona.

**Joan Hirt**, interim dean of liberal arts and human sciences at Virginia Polytechnic Institute and State University, is returning to faculty. **Elizabeth Spiller** has been named dean.

**Deborah Huntley**, dean of science, engineering, and technology at Saginaw Valley State University, has been appointed provost and vice president for academic affairs. **Andrew Chubb** is the interim dean.

**Bonnie Irwin**, dean of arts and humanities at Eastern Illinois University, has been appointed provost and vice president for academic affairs at California State University, Monterey Bay.

**Mary Knopp Kelly**, interim dean of social and behavioral science at Mercy College, is returning to faculty. **Karol Dean** has been named dean.

**Kimberly Kempf-Leonard**, dean of liberal arts at Southern Illinois University, has been named dean of arts and sciences at University of Louisville.

**Tasneem Khaleel**, dean of arts and sciences at Montana State University, Billings, is returning to faculty. **Christine Shearer-Creman** has been named dean.

**Lynn Kuzma**, dean of arts, humanities and social sciences at University of Southern Maine, will return to faculty. **Manuel Avalos** has been named dean.

**George Langford**, dean of arts and sciences at Syracuse University, is returning to faculty. **Karin Ruhlandt** is the interim dean.

**David Leaman** has been named dean of arts and sciences at the University of Wisconsin-Eau Claire.

**Richard E. Lee**, interim dean of education and human ecology at SUNY Oneonta, is returning to faculty. **Jan Bowers** has been named dean.

**Stephen McNamee**, interim dean of arts and sciences at the University of North Carolina at Wilmington is returning to faculty. **Aswani Volety** has been named dean.

**Marie Miller**, dean of liberal arts and sciences at Emporia State University, is retiring. **R. Brent Thomas** has been named dean.

**Steve Peters**, dean of business, arts, sciences and education at Friends University, has been named dean of fine arts at the University of Montevallo.

**Todd Pfannestiel** has been named dean of arts and sciences at Clarion University of Pennsylvania.

**Karen Pugliesi** has been named dean of social and behavioral sciences at Northern Arizona University.

## New Members

**Arizona State University – College of Liberal Arts and Sciences, Humanities**  
George Justice, dean

**Arizona State University – University College, School of Letters and Sciences**  
Duane Roen, interim dean and interim director

**Barrytown College of UTS**  
Keisuke Noda, acting dean

**Belmont University – College of Sciences and Mathematics**  
Thomas Spence, founding dean

**Loyola University New Orleans – College of Humanities and Natural Sciences**  
Maria Calzada, dean

**Missouri Southern State University – School of Arts & Sciences**  
Richard Miller, dean

**Southwestern Oklahoma State University – College of Arts and Sciences**  
Peter Grant, dean

**University of Hartford – College of Arts and Sciences**  
Katherine Black, interim dean

**University of North Carolina at Charlotte – College of Arts + Architecture**  
Ken Lambla, dean

**Jonathan Reed**, dean of arts and sciences at the University of La Verne, has been appointed interim provost. **Felicia Beardsley** is the interim dean.

**Curtis Ricker** from interim dean to dean of liberal arts and social sciences at Georgia Southern University.

**James Riehl**, dean of science and engineering at University of Minnesota Duluth, is retiring. **Joshua Hamilton** has been named dean.

**Robin Roberts**, dean of arts and sciences at the University of Arkansas, Fayetteville, has returned to faculty. **Todd Shields** has been named dean.

**Brian Ross**, interim dean of liberal arts and sciences at University of Illinois, is returning to faculty. **Barbara Wilson** has been named dean.

**R. Wane Schneider**, dean and deputy superintendent for academics at Virginia Military Institute, has returned to faculty. **Jeffrey G. Smith, Jr.**, has been named dean.

**Carolyn Stefanco**, vice president for academic affairs and dean of the college at Agnes Scott College, has been appointed president of The College of Saint Rose.

**Laura Stephenson** from interim dean to dean of arts and sciences at Washburn University.

**Angela Trethewey** has been named dean of communication and education at California State University, Chico.

**Terry Wright** has been named dean of fine arts and communication at the University of Central Arkansas.

**Walter Zakahi**, dean of arts and humanities at Minnesota State University, Mankato, has been appointed provost and vice president for academic affairs at Keene State College.