CCAS Releases
Faculty Salary Data

This year’s call for salary data on new faculty hired for 2006 yielded 158 responses, from 136 public and 22 private institutions. Using the new Carnegie system for classifying institutions, units submitting data represented

- 4 Baccalaureate
- 3 Master’s/Small
- 18 Master’s/Medium
- 64 Master’s/Large
- 18 Doctoral Research
- 30 Research/High
- 21 Research/Very High

On average, the salary paid to a new assistant professor, across all disciplines at doctoral and master’s institutions, was $53,075. (Data submitted for baccalaureate institutions was too limited for statistical validity.) Few regional differences were apparent, with only the Northeast Region showing any significant deviation from the average, at $57,162. There was no difference between the average assistant professor starting salary at private institutions ($53,005) and public ($53,075).

Pages 6-7 of this newsletter show salary ranges and averages by broad discipline areas.

At the November Business Meeting, the membership voted to make the complete data set available to all members, even to those institutions not submitting data. It is the Board’s hope that more institutions will send in responses next year to add further credibility to the findings.
A Complete Education

As many of you have experienced before me—or will later—our firstborn is in the throws of the college application process. As my husband and I are in the higher-education business, we thought we’d feel better prepared for this adventure!

As two undergraduate history majors, we always expected Joey to choose something in the arts and sciences. But—as you’ve guessed—he prefers another direction: journalism and/or communications. This has the result of narrowing the choice of institutions to which he can apply. We’d like him to broaden his choices, but, as one wise admissions officer pointed out, better that a young person goes into college with a sense of direction that might change than to wander aimlessly through the undergraduate years.

So although we’ve consented to the approach he’s taking, we feel equally strongly that the places he applies also must be firmly committed to excellence in the liberal arts. Joey may achieve his dream of being a sports broadcaster, but what kind of life will he live outside of that work if he hasn’t...

- Gained insights into the human condition through poetry and literature
- Appreciated the impact that human endeavors have on the natural environment, and vice versa
- Tried his hand at one of the fine or performing arts
- Grappled with the tension between economic globalization and social justice
- Experienced the thrill of finding the solution to a difficult mathematics problem
- Grasped the opportunities offered by genetic engineering—and the attendant ethical challenges
- Seen how history helps to explain the contemporary world
- Learned to respect other religions, cultures, lifestyles, and languages
- Grown in his understanding of political systems and the conflicting aspirations of nations

All of which can come alive for him at an institution that invests in a quality faculty and their continued professional growth and development. To me, that’s what the Council of Colleges of Arts and Sciences can do for the tens of thousands of students who come to us not only for their majors and graduate studies, but for their general education.

Anne-Marie McCartan
Executive Director CCAS
ccas@wm.edu
Many educational experts have argued that there is a need for a paradigm shift and for educators to design games to deliver some learning outcomes and education include recommendations to focus R&D on teaching/learning settings. The implications for higher education include approaches and digital game technologies, which many features of digital games, including game design, involve, email hunger@auburn.edu.

The Federation of American Scientists gathered 100 experts to discuss the implications of the wide popularity of educational games for how students are educated. Among the key findings emanating from the group are that 33 percent of all students--up three percent from the previous year.

In partnership with the UN World Food Programme, Auburn University will be the catalyst mobilizing universities to create a grassroots student campaign to conquer world hunger and malnutrition. Thus far, 33 CCAS member institutions have joined the War on Hunger initiative. For more information on how to become involved, email hunger@auburn.edu.

The Corporation for National and Community Service reports that 33 million college students engaged in volunteer activities last year. This constitutes about 30 percent of all students--up three percent from the previous year.

Future Annual Meeting Dates

The Board of Directors has contracted for an exciting lineup of venues for future annual meetings.

- 2007 / November 7-10
  Chicago Marriott Downtown

- 2008 / November 12-15
  Portland Hilton and Executive Tower

- 2009 / November 11-14
  Baltimore Marriott Waterfront

- 2010 / November 10-13
  New Orleans Sheraton

- 2011 / November 2-5
  Montreal, Canada

Mark your calendars now!

CCAS President Announces New Appointments

President Joe Gow announces the following appointments to be Board based upon results of the recent election and in accordance with recently approved changes to the By-Laws

Class of 2008
Paul B. Bell, Jr., Dean, College of Arts and Sciences and Vice Provost for Instruction, The University of Oklahoma

Class of 2009
Olufunke Fontenot, Assistant Dean, School of Liberal Arts and Sciences, Georgia College & State University

Call for Proposals

Council of Colleges of Arts and Sciences Annual Meeting
Chicago Marriott Downtown
November 7 – 10, 2007

Proposals are now being accepted for the 43rd Annual Meeting of the Council of Colleges of Arts and Sciences (CCAS)

The 2007 meeting will take place in the heart of downtown Chicago’s “Magnificent Mile,” with easy access to restaurants, theatres, museums, and shopping.

Proposals are welcome on perennial topics such as assessment, accreditation, research, private versus public education issues, liberal learning, linkage to K-12, budget and fiscal management. Other possible topics include the STEM pipeline, the Spellings Commission report, the move toward national standards (such as the Collegiate Learning Assessment), post-tenure review, and interdisciplinary teaching and research. Given the backdrop of one of America’s great cities, panels related to community engagement, metropolitan education, student retention, and public health education also seem especially relevant. We need and welcome proposals that engage deans at all types of institutions, from private liberal arts colleges to public research universities.

The annual meeting will follow the familiar format, with concurrent sessions, provocative keynote speakers, case studies, briefings on the legal terrain, and numerous opportunities for networking and informal conversation. But we also welcome proposals for innovative formats, featuring vigorous exchanges of views, relevant books, or perhaps even a Hyde Park session (as in London, not Chicago), with a facilitator and an open microphone on a specific subject.

Based on feedback from previous years, we are shortening concurrent sessions, holding only one session of case studies, and rearranging the daily schedule slightly to permit a later start time for most conferences.

Proposals for complete panels, to include session title, panelist names and institutions, and session abstract, are especially welcome, but all proposals will be considered. Please be sure that panel topics are sufficiently broad to allow more than one institution to be represented. The CCAS listserv can be used to find others who might contribute to your proposed panel. See instructions under www.ccas.net/Members Only.

Submit your proposal by March 1 by email to: ccas@wm.edu

On behalf of the Program Committee and Executive Board of CCAS, I wish to thank you for your interest in creating the program, and attending what should be a terrific conference.

Matthew C. Moen, CCAS 2007 Program Chair and Dean, College of Arts and Sciences/Lohre Distinguished Professor University of South Dakota (Matthew.Moen@usd.edu)

Composed of more than 500 member colleges and universities, CCAS is a leading voice for the arts and sciences in higher education.
### Mean Starting Salaries for Assistant Professors by Discipline

#### Doctoral and Master’s, Rank Ordered

<table>
<thead>
<tr>
<th>Dept of Hire</th>
<th>Number of AST Hires</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parks, Recreation, Leisure</td>
<td>11</td>
<td>$40,000</td>
<td>$52,000</td>
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<tr>
<td>Agricultural Sciences</td>
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<td>Visual and Performing Arts</td>
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<td>Psychology</td>
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<td>$24,000</td>
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<tr>
<td>Multi/Interdisciplinary Studies</td>
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<tr>
<td>Biological and Biomedical Sciences</td>
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<tr>
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<td>Computer and Information Sciences</td>
<td>29</td>
<td>$48,667</td>
<td>$92,000</td>
<td>$70,561</td>
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</table>

This chart represents the ranges and means of salaries for new hires with the rank of Assistant Professor based on the Department of Hire. Please note that the number of samples for certain disciplines is very small (many under 5) and therefore do not provide truly meaningful mean numbers.

### Mean Starting Salaries for Assistant Professors by Discipline

#### Master’s Programs, Rank Ordered

<table>
<thead>
<tr>
<th>Dept of Hire</th>
<th>Number of AST Hires</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parks, Recreation, Leisure, &amp; Fitness Studies</td>
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<td>$40,000</td>
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<td>$44,500</td>
<td>$44,500</td>
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<td>63</td>
<td>$36,000</td>
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<tr>
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<td>9</td>
<td>$37,250</td>
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<tr>
<td>Liberal Arts and Sciences (General)</td>
<td>8</td>
<td>$32,000</td>
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<tr>
<td>Communication &amp; Journalism</td>
<td>33</td>
<td>$32,000</td>
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<tr>
<td>English Language and Literature/Letters</td>
<td>72</td>
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<tr>
<td>Natural Resources and Conservation</td>
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<tr>
<td>Agriculture Sciences</td>
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<td>$47,248</td>
<td>$47,248</td>
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<tr>
<td>Philosophy and Religious Studies</td>
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<tr>
<td>Foreign Languages, Literatures, &amp; Linguistics</td>
<td>31</td>
<td>$37,989</td>
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<td>$48,199</td>
</tr>
<tr>
<td>Psychology</td>
<td>41</td>
<td>$24,000</td>
<td>$58,000</td>
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</tr>
<tr>
<td>Social Sciences</td>
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<td>$19,500</td>
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<tr>
<td>Biological and Biomedical Sciences</td>
<td>67</td>
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<td>$52,254</td>
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<tr>
<td>Area, Ethnic, Cultural, and Gender Studies</td>
<td>5</td>
<td>$38,250</td>
<td>$53,000</td>
<td>$46,934</td>
</tr>
<tr>
<td>Engineering</td>
<td>8</td>
<td>$45,000</td>
<td>$70,000</td>
<td>$55,015</td>
</tr>
<tr>
<td>Health Professions &amp; Communication Disorders</td>
<td>15</td>
<td>$43,200</td>
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<td>Computer and Information Sciences</td>
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<tr>
<td>Business, Management, Marketing</td>
<td>1</td>
<td>$74,249</td>
<td>$74,249</td>
<td>$74,249</td>
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</table>

These charts represent the ranges and means of salaries for new hires with the rank of Assistant Professor based on the Department of Hire. Please note that the number of samples for certain disciplines is very small (many under 5) and therefore do not provide truly meaningful mean numbers.
Register Now — Spaces Filling Up

MARKETING AND THE MEDIA
DEVELOPING A COLLEGE COMMUNICATIONS STRATEGY
A seminar for deans and those assigned to marketing, advancement, outreach, or communications in colleges of arts and sciences.

Thursday and Friday, March 15-16, 2007
Williamsburg, Virginia

LEARN HOW TO
➜ strengthen your faculty and student recruiting efforts
➜ gain more public and private support
➜ improve your college’s image and reputation
➜ through effective communications and marketing.

As CCAS members know, conveying the message of the value of the liberal arts is an on-going challenge. This special seminar is designed to teach you the tactics, tips, and techniques used in building a communications strategy that is goal-centered, audience-based, and synergistic. Each participant will leave the seminar with a draft communications strategy designed to meet the unique needs of his or her college.

Featuring
Christopher Simpson, CEO and Partner, SimpsonScarborough
with additional presentations by:
Jessica Donovan, Marketing and Communications Director
McMicken College of Arts and Sciences, University of Cincinnati
Robert Holsworth, Dean, College of Humanities and Sciences
Virginia Commonwealth University
Steven Otto, Media Specialist, Arts and Sciences
College of William and Mary
Seminar Director: Carl Strikwerda, Dean, Arts and Sciences
The College of William and Mary

Visit http://www.ccas.net/Calendar for details on registration and conference program.

Member Promotions Lead to Board Changes

Always a moving target, membership on the Board of Directors has been particularly fluid as of late, with several elected directors and officers landing promotions. See Changing of the Guard, page 10. As a result, Sara Varhun was unable to assume membership in the Class of 2009. Sara has served CCAS in many capacities over the years, and we wish her the best in her new job.

Karen L. Gould relinquishes her position as CCAS President-Elect, effective March 1. The Board of Directors voted to replace her as Program Chair with Matthew Moen (Class of 2007) and to nominate him as Board president for 2007-2008.

Joe Gow will complete his term as CCAS president for 2006-2007, as allowed for in the CCAS By-Laws.

Additionally, John Bee of Ashland University has resigned his seat on the board, Class of 2008. We thank him for his service to the Council, particularly leading the case study sessions at the 2006 Annual Meeting.

2007 CCAS Meeting and Seminar Schedule

MARCH
March 15-16
CCAS SEMINAR FOR DEANS
“Marketing and the Media: Developing a College Communications Strategy”
Hospitality House
Williamsburg, Virginia

JULY
July 12-14
CCAS SEMINAR FOR DEPARTMENT CHAIRS
InterContinental Kansas City at the Plaza
Kansas City, Missouri

July 15-18
CCAS SEMINAR FOR NEW DEANS
InterContinental Kansas City at the Plaza
Kansas City, Missouri

OCTOBER
October 4-6
CCAS SEMINAR FOR DEPARTMENT CHAIRS
Bahia Resort
San Diego, California

NOVEMBER
November 7-10
CCAS ANNUAL MEETING
Chicago Marriott Downtown
Chicago, Illinois

Results of Member Ballot Measure

In December, members were asked to return a ballot on two proposed changes to the CCAS By-Laws. With thanks to the nearly 200 members who returned the postcards, the Board announces that both measures passed overwhelmingly.

Effective immediately,

• If a vacancy occurs on the Board, the President, in consultation with the Board, shall make an appointment to fill the unexpired portion of the term of the person vacating the Board. In making replacement appointments initial consideration shall be given, in order of votes received, to candidates from the election held at the preceding Annual Meeting.

• Additionally, the By-Laws now make no reference to a specific number of standing committees of the Board.

Visit http://www.ccas.net/Calendar for details on registration and conference program.
Look for improvements on www.ccas.net

Members will begin noticing changes in the CCAS homepage. In early January the homepage was reconfigured to a more user-friendly drop-down menu of options. By February all member profiles will be accessible for members to make changes to the database. And the best news is that moving to the Office Manager Lite™ platform will allow for on-line registrations and credit-card payments.

Changing of the Guard
Karen L. Gould (University of Cincinnati) to Provost at California State University at Long Beach.
Joe Gow (Nebraska Wesleyan University) to chancellor for the University of Wisconsin, La Crosse.
Sara Varhus (SUNY-Oswego) to vice president for academic affairs at Nazareth College in Rochester, New York.

Please drop us a note at ccas@wm.edu with any items for Changing of the Guard.

Our website is hosted by internetassociations, a company out of Ohio whose business it is to design, host, and support websites for non-profit organizations such as CCAS. The Board of Directors approved these changes to the website at its November 2006 meeting.

The University of North Carolina at Greensboro
Provost and Vice Chancellor for Academic Affairs

UNCG seeks a creative, thoughtful, collaborative academic leader for the position of Provost and Vice Chancellor for Academic Affairs. Nominations are encouraged. The Provost works with the faculty and the administrative leadership of the University to foster a rich intellectual and research community, promote student success, and advance the University’s aspirations and partnerships in the academic, cultural and civic fabric of the region. The successful candidate will be grounded in UNCG’s core values and experiences, and will apply energy, vision, creativity, and collaboration to advance the University in its identified strategic directions. Open communication, personal integrity, and the desire to lead an institution committed to student success, diversity, internationalization, research excellence, and sustainability are critical.

The University: Recognized by the Carnegie Foundation as a “research university with high research activity,” UNCG is a diverse student-centered University linking the region to the world through learning, discovery, and community engagement. A strong tradition of shared governance and pride in its diversity and inclusiveness are key characteristics of the campus environment and culture. UNCG is building its future on strong foundations in the sciences, the arts and humanities, and professional programs. It fosters engaged learning through special undergraduate academic programs such as Communication-Across-the-Curriculum, undergraduate research, internships, the International Honors College, the Freshman Seminar Program, service-learning, learning communities, and technology-enabled learning environments. The University offers 23 doctoral, 59 master’s, and 100 baccalaureate degree programs in 9 interdepartmental and multischool academic units— the College of Arts and Sciences, the Joseph M. Bryan School of Business and Economics, the School of Education, the School of Health and Human Performance, the School of Human Environmental Sciences, the School of Music, the School of Nursing, the Division of Continuing Education, and the Graduate School. UNCG is one of 16 institutions comprising the Carolina university system. It is accredited by SACS, and is a member of NASULGC and AASCU. In athletics, UNCG began NCAA Division I competition in 1991, and is a member of the Southern Conference. The attractive, pedestrian-friendly 210-acre residential campus is located a mile from Greensboro’s city center.

The Candidates: Diverse in racial/ethnic background (29% non-white in 2005) and age (25% of undergraduates over 24 years old in 2005), UNCG students are predominantly North Carolina residents (88.3% in 2006). UNCG also serves the region, nation, and world, with international students on campus from more than 90 countries. Fall 2006 headcount enrollment was 16,728, including more than 20 percent graduate students. The student/faculty ratio is approximately 16:1. Nearly 87 percent of undergraduates and 38 percent of graduate students were enrolled on a full-time basis.

The Faculty: Quality teaching; productivity in research, scholarship, and creative activity; and committed service are hallmarks of UNCG’s nearly 1,000 faculty members (approx. 78% full-time). Eighty-three percent of faculty hold the doctorate or terminal degree in their field; and 44 percent of full-time faculty are tenured. Faculty scholarly activity resulted in $33.4 million in external funding awards in 2006.

The Community: Greensboro joins the cities of High Point and Winston-Salem as the major population centers in the Piedmont Triad region of North Carolina, a location providing easy access to recreational opportunities at the mountains and the coast. Greensboro’s population is approximately 240,000 and the Metropolitan Statistical Area has a population of approximately 1.3 million. The city includes five institutions of higher learning and is less than two hours’ drive from university campuses in High Point, Winston-Salem, Charlotte, Chapel Hill, Durham, and Raleigh.

The Position: Reporting directly to the Chancellor, the Provost and Vice Chancellor for Academic Affairs is the Chief Academic Officer of the University. The Provost, the Chancellor, and the Vice Chancellor for Finance and Administration are the top administrators at the University. The Provost works with the Dean’s Council to support curriculum and program development, advance teaching and learning, promote and research other scholarly and creative activities; and provide overall academic leadership for the University. Institution-wide responsibilities include leadership of strategic planning and economic development initiatives. In addition to the College and the professional schools, the functions reporting to the Provost include the University Libraries, Undergraduate Education (including Teaching and Learning Center), International Programs Center, Weatherspoon Art Museum, Division of Enrollment Services, Office of Research and Public/Private Sector Partnerships, and the University research and service centers.

Qualifications: Required: An earned doctorate with a record of scholarship appropriate for appointment at the rank of Professor in one of UNCG’s academic departments, minimum of five years experience in academic/administrative positions in higher education; experience with graduate education, extramural funding, community engagement, and program innovation; demonstrated evidence of successful organizational, management, and communication skills, sound judgment, and the ability to work as part of a management team with a commitment to shared governance. Highly desirable: Experience in entrepreneurial activities and fund raising.


Applicants are invited to submit a letter of interest outlining the candidate’s views of the responsibilities of the position; resume/curriculum vita; and the names, addresses, and daytime telephone numbers of three references (with an indication of the relationship held with each reference). Candidates will be notified before references are contacted.

UNCG actively encourages applications from women and members of minority groups.

EEO/AA

The University of North Carolina at Greensboro
Salary
Chair, Search Committee for Provost and Vice Chancellor for Academic Affairs
Office of the Provost
The University of North Carolina at Greensboro
PO Box 20170
Greensboro, NC 27402-6170
E-mail to: provostsearch@uncg.edu
Telephone: (336) 334-5099