

CCAS Newsletter

Council of Colleges of Arts & Sciences



Fiscal Management participants and leaders (left to right) enjoy a break: Steven Moser (*U of Southern Mississippi*), Chris McCord (*Northern Illinois U*), Byron Russell (*Eastern Washington U*), Carey Adams (*Missouri State U*), Alan Boyette (*UNC-Greensboro*), Jeff Hecker (*U of Maine*), Denise Von Herrmann (*U of Southern Miss.*), Larry Snyder (*Western Kentucky U*), and Lisa Robeson (*Ohio Northern U*).

DEAN'S SEMINARS

Twenty-four deans and associate deans gathered in downtown St. Petersburg, Florida, in early March to take part in the Deans & Development and/or Fiscal Management seminars.

Michael A. Plater, dean of North Carolina A&T State Univ., partnered with consultant Don Gray to assist participants with organizing a successful college development team, "from start-ups to large campaigns." Attendees especially enjoyed the sessions on "Making the Artful Ask," "Creating the Joyful Giver," and "Showing Gratitude." A role-playing exercise required deans to think on their feet as they realized during a meeting with a donor that neither the donor nor their development officer was privy to some potentially damaging information about the person for whom a scholarship was to be named. As is often the case, deans

found that "the networking was exceptional and extremely valuable."

Deans Christopher McCord (Northern Illinois Univ.) and Ron Nowaczyk (Univ. of New Haven) teamed up to offer the Fiscal Management seminar, particularly "how to move your college forward during tough fiscal times" – a situation everyone could relate to. Special guest Ralph Wilcox, provost of the Univ. of South Florida, described his institution's planning and budgeting processes. For this seminar's role-playing exercise, the participants were divided into teams from small and large institutions and were asked to engage in a round of budget cuts for their hypothetical college. Vice provost Alan Boyette of Univ. of North Carolina at Greensboro played the role of provost to whom these groups reported out.

Please turn to page 4

SAVE THE DATE

2009 Annual Meeting
Baltimore Marriott Waterfront
November 11-14



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From the Executive Director

Getting Good Press

In an attempt to buttress flagging subscription rates, our local newspaper, *The Richmond Times-Dispatch*, began offering a Saturday supplement called "Insight." This 12-page spread picks up intriguing articles from wire services and newspapers from around the country. Among other articles, one recent edition featured pieces with these findings:

- Seven of 20 North Carolina plantations that offer historic tours do not mention slavery in their promotional materials, and only three make strong efforts to reflect the slave experience, according to Derek Alderman, a geography professor at **East Carolina University**.
- Stated David Domke, a communications professor at the **University of Washington**, under new President Barack Obama, "there's clearly not going to be a dropping off the cliff in terms of the importance of faith and politics."



From an April 1 editorial in the *Richmond Times-Dispatch*, apropos of an article about changing basketball coaches at Virginia Commonwealth University, "Call us naive or insufferable, but we anticipate the day when the dean of the college of liberal arts is as well-known as the coach, and as well-paid."

- Economics professors Dora L. Costa and Matthew E. Kahn of the **University of California at Los Angeles** report in a new book that "serving in a homogeneous Army company, particularly one of volunteers recruited from the same region, reduced desertion rates in the 1860s."

Do you see a pattern? Each of these articles featured research findings from arts & sciences professors at our member institutions--not to mention several other features that cited academics from non-member institutions.

What good news this is for our business! Our faculty are producing timely and

interesting work, and the press searches out their expertise.

Certainly we also can take credit for becoming more sophisticated about marketing this leg of the three-legged stool that comprises a faculty member's workload. Faculty across the spectrum of institutional types are discovering new knowledge, contributing to their regions through community-based research, and inspiring their students about it through their teaching. Yet for years this activity fell under the radar screen, going no further than informing others within a discipline.

Deans are now taking responsibility for getting this kind of information out to the public. Some members have large enough colleges to have their own marketing/communications staff; others must rely on a university/college-wide public relations office. In any case, spreading the word about faculty expertise and research can only serve to benefit the enterprise.

Anne-Marie

Anne-Marie McCartan

Executive Director

ccas@wm.edu

The CCAS Newsletter is published bi-monthly six times each year for its membership. 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

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Executive Director

Anne-Marie McCartan

Executive Administrative Assistant

Dorothy C. Reyes

Membership Coordinator

Jerry Logan

Student Assistant

Mark Streer

Graphic Designer

Jean Pokorny

Contact Us

Phone..... (757) 221-1784

Fax..... (757) 221-1776

Email..... ccas@wm.edu

Web site..... www.ccas.net

CCAS Mailing Address

Council of Colleges of Arts and Sciences
c/o The College of William and Mary
POBox 8795

Williamsburg, VA 23187-8795

For UPS or FedEx ONLY

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Alexander Galt House

Williamsburg, VA 23185

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For details please contact the
CCAS office at ccas@wm.edu.

CCAS collaborates with Univ. of Washington's LEAD program

The underrepresentation of women among the science, technology, engineering, and mathematics (STEM) faculty, and in particular, its senior academic ranks, is well known. An emerging body of research has illustrated the multiple factors that contribute to this phenomenon, which include an unwelcoming and isolating climate, inflexible institutional policies and procedures that disproportionately disadvantage women, and conscious and unconscious biases that can negatively impact the hiring and advancement of women. Recognizing that academic deans play a pivotal role in the recruitment, retention, and advancement of STEM women faculty, CCAS is pursuing its first-ever effort to solicit extramural support from a federal funding agency.

For the past year, under the leadership of President Denise Battles, CCAS has been in discussions with personnel from the University of Washington's Leadership Excellence for Academic Diversity (LEAD) program, resulting in a collaborative grant proposal to the National Science Foundation's ADVANCE program. The goal of the ADVANCE program is "to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers." With support from NSF-ADVANCE, LEAD has provided each summer since 2007 national leadership workshops for chairs, deans, and emerging faculty leaders. The workshops provide general information of interest to mid-level administrators (faculty recruitment, evaluation, mentoring, communication skills, and the like) throughout which gender equity content is infused.

With its own ADVANCE award winding down - the final LEAD workshop is planned for 2010 - the proposed project will facilitate the adaptation of high impact practices from LEAD into CCAS's professional development programs, such as the New Deans' Seminar and Department Chairs' Seminar. Objectives of the CCAS ADVANCE Initiative are to:

- 1) infuse gender equity content and activities into



- CCAS's professional development programs in a sustainable way;

- 2) maximize opportunities for positive impacts of the initiative on individuals underrepresented in STEM disciplines;
- 3) develop, utilize, and make widely available a set of robust case studies that incorporates gender equity elements; and
- 4) implement a demographic and career trajectory analysis of the CCAS membership to characterize employment patterns among deans with STEM oversight and identify any gender disparities.

These objectives will support the overarching aim of the project, which is to cultivate academic leaders who are more knowledgeable about STEM gender equity issues, more able and motivated to address those issues, and thus better positioned to effect positive and transformational change in their own colleges and departments.

The grant proposal is currently in submission, and an early fall 2009 funding decision is expected. If funded, the participation of CCAS member deans in various project activities, including an internal advisory committee, will be solicited. Individuals interested in more information about the proposed initiative may contact Denise Battles at denise.battles@unco.edu. More information about the LEAD workshops, including its June 2009 workshop, is available at <http://www.engr.washington.edu/lead/>.

Enhancing the National Voice for Arts & Sciences

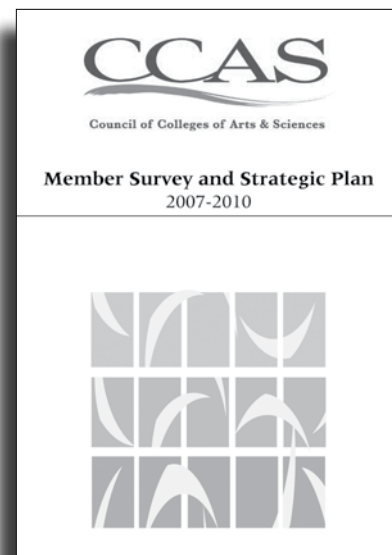
The Board of Directors continues to make progress in meeting one of its planning priorities, *to engage with other associations to enhance the role of arts and sciences in higher education*. In recent developments to further the visibility of arts and sciences in the national arena and with national groups, members of the board

- submitted a proposal to NSF under its ADVANCE program (see article, page 3).
- met with Daniel Madzellan, Acting Assistant Secretary for Postsecondary Education (US Department of Education), on April 3. Members of the Executive Committee discussed the CCAS "Agenda for Higher Education" with him and urged him to involve our association as the Department develops policies that affect higher education. Secretary Madzellan made clear that the Department will be taking very seriously President Obama's goal of increasing baccalaureate completion rates.
- arranged with representatives of the American Council on Education, the United Negro College Fund, and the American Academy of

Arts & Sciences to make presentations at the 2009 Annual Meeting in Baltimore.

- were invited to attend a briefing at the National Science Foundation on "Mobilizing STEM Education for a Sustainable Future." This project, housed at the University of Wisconsin, seeks to build on STEM improvement efforts in order to produce the next generation of citizens "who are both motivated and prepared to address the urgent problems that we now face on our planet."

By making and taking opportunities for CCAS to be part of the national conversation, board members are hoping that arts & sciences deans' voices can help shape policies and programs that affect our students, faculty, and institutions. If CCAS members see other venues where our voice should be heard, please contact any board member or officer (*see page 6*).



Deans & Development Seminar Leaders:

Michael Plater
(North Carolina A&T State U)
and Don Gray
(U Wisconsin, retired).

DEAN'S SEMINARS

Continued from page 1

Participants wrote that the seminar gave them a "broader and deeper perspective on university-wide issues" and that they came away with a better understanding of the various models of budgeting.

Despite the 80-degree weather outside, participants waited until after the seminar was over before partaking of what St. Petersburg has to offer. Attendees visited the Salvador Dali Museum, the Museum of Fine Arts, the waterfront pier on Tampa Bay, and the sandy beaches on the Gulf coast. An unexpected treat was a lively farmer's market featuring local produce just one block from the hotel – opened on Saturday when there was a two-hour lunch break.



Fiscal Management Seminar Leaders:

J. Alan Boyette
(UNC-Greensboro),
Chris McCord
(Northern Illinois U),
Ron Nowaczyk
(U New Haven) and
Ralph Wilcox
(U of Southern Florida).

FEATURING: Mamie E. Locke

Dean, School of Liberal Arts, *Hampton University*

How did you become dean?

I started at Hampton teaching political science. I became the first assistant dean at the university when the schools of education and arts & letters were merged in 1991. When the dean left to take a vice presidency in 1996, I became the dean. Today, after many iterations, the school is once again just liberal arts.

What are some of the changes you've seen over the past 13 years as dean?

One of the things I have had to do continually do is fight for faculty salaries. We are looked upon as the "soft sciences," so we are not paid as others are. I've had to make the case that we are worthy, too. This is important when we go to recruit, so that we can attract seasoned scholars. This has been a constant struggle.

As far as changes in students, I tell people all the time when I was in the classroom I had a different type of student – they were engaged in learning the subject, and not as concerned about grades. More and more students seem more concerned about their GPA, not learning for learning's sake. And there's much more parental involvement. I don't think students are necessarily opposed to this. They are willing to call their parents to intervene on their behalf rather than handle their own issues.

I understand that you are a member of the Virginia State Senate?

How did you get into politics?

I fell into it. When I taught, my area was Urban Politics. As a result I would send students to City Council meetings so they could see how policy was made, and of course I went with them. After some observation, I concluded that I didn't like the way decisions were being made. I found myself complaining about it, and someone said, "Then why don't you run for office?" After some thought I said,

"Why not?" and ran for the Hampton City Council. I was elected in 1996 and then elected mayor in 2000. I was not thinking of going to the state level but it just so happened that the senator from my district decided to retire and I was approached to run. One advantage I saw was that being in local government was 24/7, whereas at the state level, once the session is over, you can come home. Even between sessions, I only need to travel to Richmond 3-4 times a month for meetings. And it's only an hour away.

How have you successfully juggled the two roles of dean and politician?

When I was in local government, it was easy because I was right here. When I considered running for the state senate, the first thing I did was discuss it with the provost and president. Both were very supportive and understanding. And I have a very good assistant dean and assistant to the dean. We sit down before I leave for Richmond and assign responsibilities. And then I always come in on Fridays and review the week's events. I am very good at time management.

What distinct contributions have you made as a dean?

Because I am actively engaged outside Hampton University—in the political realm—it has been helpful in my role as dean. Primarily because it has given our school more visibility. When I was mayor of Hampton, people would say, "Oh, she's dean of liberal arts at Hampton." It elevates the visibility of who we are. It also provides opportunities for our students to be involved in the community because I'm able to put them



in touch with the right people for internships. My involvement in the community has also led to strong partnerships with the school systems and other local agencies.

What do you value about your membership in CCAS?

The newsletter always has good information and I can see what other people are doing. I try to attend the Annual Meeting, where one of

my favorite sessions is the case studies. Sometimes you think you are the only one having to deal with a problem, and through discussion of the case studies you realize others have the same issues, and you find out how they have handled it. I also like the fact that the meeting brings together groups of women deans and minority deans.

Following the listserv also helps. Given the current economic situation, it's been helpful to learn what others are going through and getting ideas for how to weather it.

DO YOU

have a favorite dean who might be profiled under "Featuring?" Send your nominations and a few words about the dean to ccas@wm.edu.

Changing of the Guard

Timothy Alborn has been named dean of Arts and Humanities at Lehman College of the City University of New York.

Catherine Albrecht is the incoming dean of the College of the College of Arts & Sciences at Ohio Northern University.

Jeffrey P. Braden, from interim dean to dean of the College of Humanities and Social Sciences at North Carolina State University.

Donald P. Christian, dean of the College of Arts and Sciences and a professor of biology at the University of Wisconsin-Eau Claire, has been appointed provost and vice president for academic affairs at the State University of New York at New Paltz.

Douglas Epperson, associate dean of the College of Liberal Arts at Iowa State University, has been named dean of the College of Liberal Arts at Washington State University.

Shila Garg, dean of The College of Wooster, to interim provost.

John Grew has been named interim dean at the William J. Maxwell College of Arts & Sciences at New Jersey City University, replacing **Liza Fiol-Matta**, who is taking a sabbatical before returning to the faculty.

J. A. Harper, dean of the College of Liberal Arts & Sciences at Rowan University, to provost at the University of Mary Washington.

Paul W. Jagodzinski has been named dean of the College of Engineering, Forestry & Natural Sciences at Northern Arizona University.

Inessa Levi, dean of the College of Arts and Sciences at Western Illinois University, has been chosen as provost at Columbus State University (GA).

Patricia Mosto, associate dean at Rowan University, to dean of the College of Arts, Education, and Sciences at Rider University.

Paula McNutt, dean of the College of Arts and Sciences at Canisius College, in New York, has been named senior vice president for academic affairs and dean of the college at Carroll College (MT).

Steve O. Michael, vice provost and professor of higher education at Kent State University, is the incoming provost and vice president for academic affairs at Arcadia University, replacing **Michael L. Berger**.

Janice L. Nerger has been named interim dean of the College of Natural Sciences at Colorado State University. Dean **Rick Miranda** has been named interim vice provost at the university.

James Payne has been named interim dean of the College of Arts & Sciences at Illinois State University, replacing **Gary Olson**.

Eva Tsuquiashi-Daddesio is the interim dean of the College of Humanities, Fine and Performing Arts at Slippery Rock University.

Welcome New Members

Elizabeth City State University, School of Arts and Humanities – Murel M. Jones, dean.

North Central Carolina University, College of Sciences and Technology – Caesar R. Jackson, dean.

Southeastern Oklahoma State Univ., School of Arts & Sciences – Lucretia C. Scoupos, dean

University of Arkansas – Fort Smith, College of Humanities and Social Sciences – Henry Q. Rinne, dean. College of Science, Technology, Engineering, and Mathematics and Languages – Mark Arant, dean. College of Communication – Joe Hardin, dean.

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Roosevelt University

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*California State University,
San Bernardino*



2009 Membership Directory now available

In response to the wishes of our membership, this year's membership directory has been published as a .pdf document under *Members Only* on the website. The membership database also can be searched under Directory Search after you log in. You can search for deans by name, institution, state, or academic discipline.

We printed a limited number of hard copies of the directory for those who still prefer to leaf through hard copy when searching for an email or phone number. Just write us at ccas@wm.edu and with your name and address, and we'll mail you a copy.

Webinar Series for Busy Deans: LOOKING FOR A FEW GOOD DEANS

Do you have expertise in some aspect of decanal administration — How to create advisory boards? How to utilize associate deans most effectively? How best to evaluate department chairs? We would love you to consider sharing your knowledge with your fellow deans via web conferencing.



Our first three-part webinar series concluded with a session on April 27. The series consisted of

Webinar I: HIGHER EDUCATION LAW AND THE FACULTY (December 2008)

Webinar II: PROMOTION, TENURE, AND SEPARATIONS (February 2009)

Webinar III: LEGAL CONSIDERATIONS IN A TIME OF FISCAL BELT-TIGHTENING (April 2009)

Beverly E. Ledbetter, Vice President and General Counsel at Brown University, was the presenter. The webinars were offered at no cost to CCAS member deans. Participating deans invited members of their staff, other non-CCAS deans, depart-

ment chairs, and HR directors to join them in viewing the webinar.

This first series was good experience, as each of the three in the series improved in format and content — thanks to feedback from participants. While web conferencing will never replace the benefits of face-to-face, out-of-office professional development, it offers an ideal way to continue learning without the

hassle and expense of traveling.

Presenters should be able to deliver focused content in 60 or 75 minutes. A well-crafted PowerPoint presentation provides the visual images over the Internet; attendees phone in for the audio feed. Participants can type or phone in their questions at any time during the presentation. Presenters deliver the webinar from their own office. The only supplemental equipment required is a phone headset.

Since CCAS prides itself in "deans helping deans to dean," we hope you will consider suggesting a topic that you could present or that you would like to see addressed. Write ccas@wm.edu with "Webinar Idea" in the subject line. Submissions by July 1 would be appreciated.

2009 Standing Committee Membership

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CHAIR: Dan Wakelee - *California State University, Channel Islands*
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Jay C. Means - *Southern Illinois University*
Paula M. Lutz - *Montana State University*
Theodore Schatzki - *University of Kentucky*
Ronald A. Sudol - *Oakland University*

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Marisa Kelly - *University of St. Thomas*
Henry Kurtz - *University of Memphis*
Malhotra Devinder - *University of Southern Maine*
Mohsin Patwary - *Medgar Evers College, CUNY*
Charles Taylor - *Wright State University*

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Dwight McBride - *University of Illinois, Chicago*
Mohsin Patwary - *Medgar Evers College, CUNY*
John Stalvey - *Kent State University*
Rebecca Torstrick - *Indiana University, South Bend*

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Jann Joseph - *Grand Valley State University*
Debra Larson - *Northern Arizona University*
Christine Leichliter - *The College of New Jersey*
Kim Martin Long - *Shippensburg University of Pennsylvania*
April Massey - *University of the District of Columbia*
Karen O'Quin - *Buffalo State College*
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Karen Olmstead - *Salisbury University*
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John Short - *Millersville University of Pennsylvania*
Ron Sudol - *Oakland University*
Stella Theodoulou - *California State University, Northridge*
Ashish Vaidya - *California State University, Channel Islands*

Committee on Private Institutions

CO-CHAIR: Peg McManus - *La Salle University*
CO-CHAIR: Barbara Perry - *Indiana Institute of Technology*
BOARD LIAISON: Lynn Weiner
David Chapman - *Samford University*
William Grams - *Embry-Riddle Aeronautical University*
Mary Healy - *Springfield College*
Magnus Rittby - *Texas Christian University*
Anne Skleder - *Chatham University*
Bryce F. Sullivan - *Belmont University*

Thanks to those serving on this year's committees.

» JULY 9-11, 2009

Loews Denver Hotel • Denver, Colorado

» PRELIMINARY
PROGRAM

THURSDAY

3:00 - 5:30 pm

Seminar Registration

4:00 - 5:30 pm

Workshop for New Chairs
or
Workshop for
Continuing Chairs

6:00 - 7:00 pm

Social Hour

Dinner on your own

FRIDAY

7:30 - 8:30 am

Breakfast and
Seminar Overview

8:30 am - 12 noon

Resource Management

Recruitment, Retention,
and Development
of Faculty

12 noon - 2:00 pm

Luncheon with
Discussion Topics

2:00 - 5:30 pm

Conflict Management

The Chair as
Academic Leader

6:00 - 7:00 pm

Social Hour

Dinner on your own

SATURDAY

7:30 - 8:30 am

Continental Breakfast

8:30 - 10:30 am

Case Studies

11:00 am - 12 noon

Working with Deans,
Seminar Evaluation,
and Q&A

» OCTOBER 8-10, 2009

Bahia Resort Hotel • San Diego, California

» FEBRUARY 25-27, 2010

Embassy Suites
Alexandria, Virginia

CCAS

SEMINARS for
DEPARTMENT
CHAIRS

» 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 continental breakfast on the third day will facilitate interchange among participants. All banquet functions are included in the registration fee.

» SEMINAR FACULTY & FACILITATORS

Seminar Director:

Vicki Golich, Dean

College of Arts & Sciences

California State University, San Marcos

Seminar Co-Director:

Kevin D. McCaul, Dean

College of Science & Mathematics

North Dakota State University

Facilitators: Four experienced department chairs representing a variety of disciplines and institutional types

» REGISTRATION

Registration Fee: \$500. Includes seminar materials, two social hours, breakfast and lunch on Friday, breakfast on Saturday, and refreshment breaks. 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.

Registration Deadlines:

For Denver: **June 19.**

For San Diego: **September 25.**

For Alexandria: **February 8.**

Please note: Registration is likely to fill well before these cut-off dates.

» HOTEL INFORMATION

Loews Denver Hotel

Rate: \$145 single/double plus tax

Hotel reservation deadline: June 19

Call 1-800-345-9172 and ask for the group rate for the Council of Colleges of Arts & Sciences

Bahia Resort Hotel, San Diego

Rate: \$179 single/double plus tax

Hotel reservation deadline: September 10

Call 1-800-576-4229 and ask for the group rate for the CCAS Department Chairs Seminar

Embassy Suites Old Town

Rate: \$149 single; \$169 double plus tax

Hotel reservation deadline: February 5

Call 1-800-EMBASSY and ask for the group rate for CCA

For more information, visit www.ccas.net, click on Meetings, Department Chairs' Seminar Information



Council of Colleges of Arts & Sciences

The College of William & Mary

PO Box 8795, Williamsburg, VA 23187-8795

www.ccas.net

APRIL/MAY 2009

UPCOMING EVENTS

SEMINARS FOR DEPARTMENT CHAIRS

July 9-11, 2009

Loews Denver Hotel

October 8-10, 2009

Bahia Resort San Diego

February 25-27

Embassy Suites Old Town Alexandria

SEMINAR FOR NEW DEANS

July 12-15, 2009

Loews Denver Hotel

CCAS ANNUAL MEETING

November 11-14, 2009

Baltimore Marriott Waterfront

PRE- & POST-CONFERENCE WORKSHOPS

November 11, 7:30 am – 3:30 pm

Conflict Management for Deans

November 14, 1 pm – 5 pm

Stepping-Up II: Beyond the Deanship

November 14, 1 pm – 5 pm

Decanal Participation in Building Projects

REGISTER AT **ccas.net**

