

Findings from 2014 Faculty Salary Survey

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	MEDIAN
Midwest	400	\$31,000	\$100,000	\$61,096	\$58,750
South	696	\$41,250	\$137,000	\$62,922	\$60,000
West	262	\$42,480	\$104,000	\$64,350	\$63,000
Northeast	283	\$50,000	\$135,000	\$66,497	\$65,000

The 2014 (incoming faculty for fall 2014) annual survey of salaries paid to incoming faculty (the CCAS "New Hires Survey") yielded responses from over 200 colleges of arts/sciences – public and private, large and small. The mean salary paid to new tenure-track assistant professors (N=1887), across all disciplines (not including baccalaureate institutions) was \$63,321. This represents a mere 1.8 percent increase over the mean salary of incoming assistant professors from the 2012 New Hires Survey (two years prior).

Regional differences range from a mean high of \$66,497 in the Northeast to \$61,096 in the Midwest. In past years, lowest mean salaries were found in the South. The difference between starting salaries offered to new faculty at private versus public institutions was negligible.

Full details, including academic fields and start-up packages, can be found after logging into www.ccas.net with your login and password.

Mean Starting Salaries for Assistant Professors

Doctoral & Master's Institutions

	NUMBER OF AST HIRES	MINIMUM	MAXIMUM	MEAN	MEDIAN
Starting Salary	1641	\$31,000	\$137,000	\$63,321	\$62,000

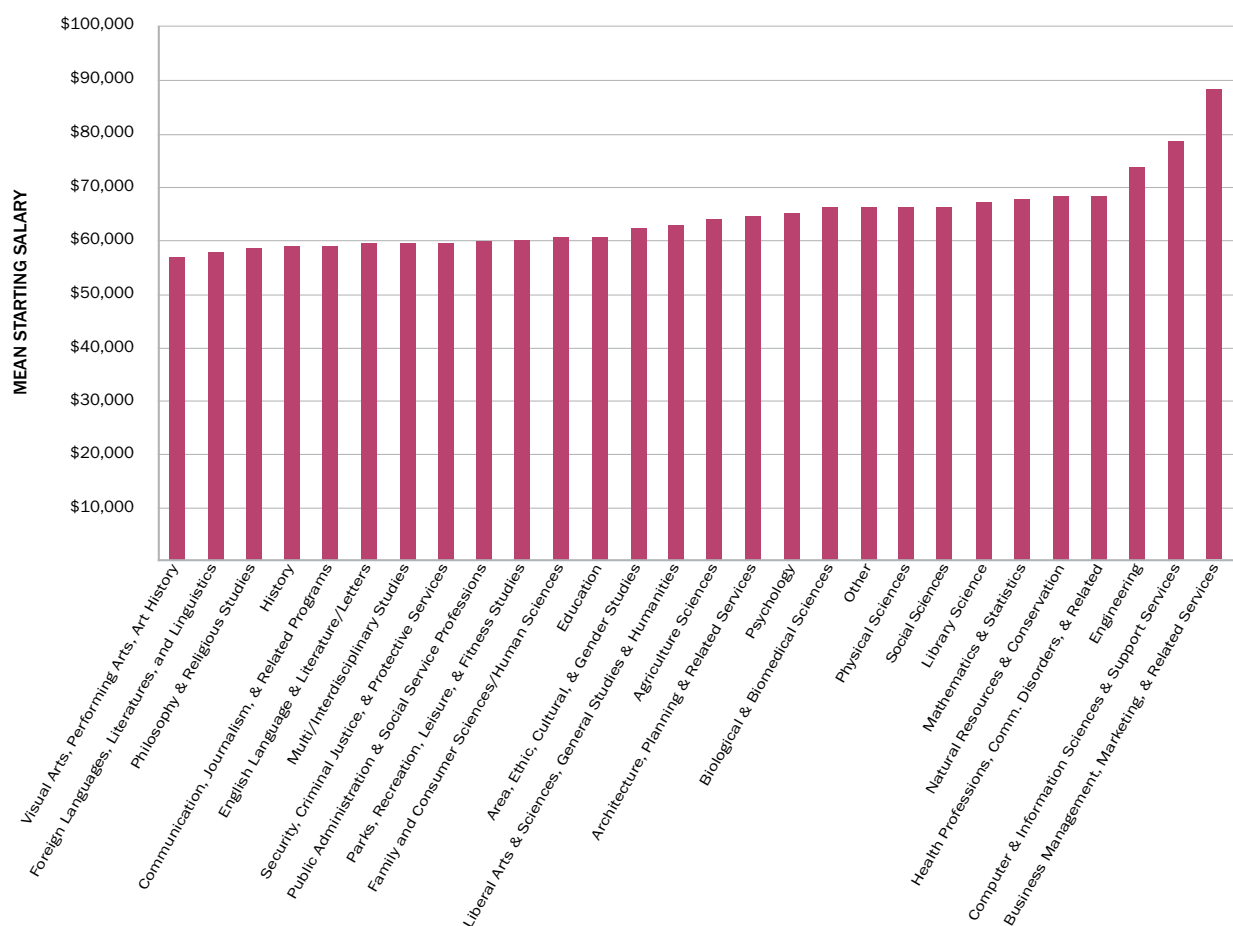
Mean Starting Salaries for Assistant Professors by Institution Type

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

INSTITUTION TYPE	NUMBER OF AST HIRES	MINIMUM	MAXIMUM	MEAN	MEDIAN
Public	1421	\$31,000	\$137,000	\$63,227	\$62,000
Private	220	\$42,526	\$135,000	\$63,933	\$62,000

*Note that differences by institution type are not statistically significant

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



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	MEDIAN
Foreign Languages, Literatures, and Linguistics (CIP 16)	29	\$44,000	\$71,500	\$53,818	\$50,000
Multi/Interdisciplinary Studies (CIP 30)	6	\$50,000	\$62,000	\$54,333	\$54,000
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	6	\$48,000	\$58,008	\$55,504	\$57,004
History (CIP 54)	28	\$48,500	\$68,000	\$55,738	\$55,933
Visual Arts, Performing Arts, Art History (CIP 50)	82	\$41,250	\$70,350	\$56,260	\$57,000
Communication, Journalism, and Related Programs (CIP 09)	44	\$46,000	\$74,000	\$56,552	\$55,700
English Language and Literature/Letters (CIP 23)	59	\$46,000	\$75,000	\$57,170	\$56,677
Philosophy and Religious Studies (CIP 38)	24	\$49,000	\$77,000	\$57,734	\$55,500
Physical Sciences (CIP 40)	74	\$42,480	\$90,000	\$57,897	\$56,000
Public Administration and Social Service Professions (CIP 44)	20	\$48,000	\$70,000	\$58,325	\$58,500
Education (CIP 13)	10	\$50,000	\$65,000	\$58,719	\$59,250
Psychology (CIP 42)	55	\$45,000	\$71,500	\$59,085	\$60,000
Social Sciences (Anthro, Archeo, Econ, Geo, Hist, Inter Reltns, Poli Sci, Soc, Urban St.) (CIP 45)	71	\$44,000	\$78,000	\$59,128	\$60,000
Area, Ethic, Cultural, and Gender Studies (CIP 05)	10	\$50,000	\$65,000	\$59,251	\$60,306
Security, Criminal Justice, and Protective Services (CIP 43)	28	\$42,480	\$74,500	\$59,502	\$60,000
Family and Consumer Sciences/Human Sciences (CIP 19)	4	\$58,000	\$64,000	\$60,000	\$59,000
Biological and Biomedical Sciences (CIP 26)	67	\$47,000	\$82,000	\$60,484	\$57,500
Mathematics and Statistics (CIP 27)	57	\$50,000	\$78,000	\$60,514	\$60,000
Liberal Arts and Sciences, General Studies and Humanities (CIP 24)	1	\$63,000	\$63,000	\$63,000	\$63,000
Other (specify in Faculty Specialty/Discipline field)	2	\$63,500	\$63,500	\$63,500	\$63,500
Architecture, Planning and Related Services (CIP 04)	1	\$68,000	\$68,000	\$68,000	\$68,000
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	22	\$54,000	\$90,000	\$68,346	\$67,000
Computer and Information Sciences and Support Services (CIP 11)	15	\$58,000	\$79,650	\$68,744	\$68,000
Engineering (CIP 14)	14	\$60,000	\$83,000	\$71,679	\$72,000
Business Management, Marketing, and Related Services (CIP 52)	11	\$56,000	\$135,000	\$88,818	\$82,000

Mean Starting Salaries for Assistant Professors

Doctoral Institutions, Ascending Order by Mean Salary

ACADEMIC CLUSTER (BY CIP CODE)	# OF AST HIRES	MINIMUM	MAXIMUM	MEAN	MEDIAN
Visual Arts, Performing Arts, Art History (CIP 50)	87	\$31,000	\$85,000	\$57,845	\$56,000
Philosophy and Religious Studies (CIP 38)	32	\$50,000	\$72,500	\$59,005	\$59,000
Foreign Languages, Literatures, and Linguistics (CIP 16)	62	\$50,000	\$74,000	\$59,591	\$60,000
Security, Criminal Justice, and Protective Services (CIP 43)	12	\$53,000	\$68,000	\$60,125	\$58,250
History (CIP 54)	54	\$50,000	\$80,000	\$60,311	\$59,000
English Language and Literature/Letters (CIP 23)	69	\$50,000	\$83,000	\$61,171	\$61,000
Education (CIP 13)	13	\$52,500	\$69,000	\$61,885	\$60,000
Family and Consumer Sciences/Human Sciences (CIP 19)	1	\$62,000	\$62,000	\$62,000	\$62,000
Public Administration and Social Service Professions (CIP 44)	16	\$52,000	\$80,000	\$62,075	\$61,600
Communication, Journalism, and Related Programs (CIP 09)	32	\$31,000	\$75,000	\$62,375	\$65,000
Architecture, Planning and Related Services (CIP 04)	4	\$60,000	\$67,000	\$63,750	\$64,000
Agricultural Sciences (CIP 01)	3	\$61,500	\$67,000	\$63,833	\$63,000
Area, Ethic, Cultural, and Gender Studies (CIP 05)	21	\$53,000	\$75,000	\$64,062	\$64,800
Multi/Interdisciplinary Studies (CIP 30)	5	\$55,008	\$73,000	\$65,803	\$67,008
Library Science (CIP 25)	1	\$67,000	\$67,000	\$67,000	\$67,000
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	4	\$63,000	\$70,500	\$67,250	\$67,750
Natural Resources and Conservation (CIP 03)	3	\$58,500	\$80,000	\$68,500	\$67,000
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	17	\$52,500	\$90,000	\$68,853	\$67,000
Social Sciences (Anthro, Archeo, Econ, Geo, Hist, Inter Reltns, Poli Sci, Soc, Urban St.) (CIP 45)	137	\$48,000	\$137,000	\$70,007	\$64,000
Psychology (CIP 42)	49	\$52,000	\$88,000	\$71,280	\$70,000
Physical Sciences (CIP 40)	123	\$55,000	\$88,008	\$71,325	\$71,000
Other (specify in Faculty Specialty/Discipline field)	1	\$71,500	\$71,500	\$71,500	\$71,500
Biological and Biomedical Sciences (CIP 26)	61	\$53,000	\$95,000	\$72,290	\$71,500
Mathematics and Statistics (CIP 27)	69	\$58,000	\$100,000	\$73,408	\$72,000
Engineering (CIP 14)	7	\$60,000	\$87,000	\$77,357	\$81,000
Computer and Information Sciences and Support Services (CIP 11)	18	\$76,000	\$104,000	\$86,833	\$87,500

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	MEDIAN
Visual Arts, Performing Arts, Art History (CIP 50)	169	\$31,000	\$85,000	\$57,076	\$57,000
Foreign Languages, Literatures, and Linguistics (CIP 16)	91	\$44,000	\$74,000	\$57,751	\$59,000
Philosophy and Religious Studies (CIP 38)	56	\$49,000	\$77,000	\$58,460	\$58,750
History (CIP 54)	82	\$48,500	\$80,000	\$58,750	\$57,750
Communication, Journalism, and Related Programs (CIP 09)	76	\$31,000	\$75,000	\$59,004	\$59,750
English Language and Literature/Letters (CIP 23)	128	\$46,000	\$83,000	\$59,327	\$59,000
Multi/Interdisciplinary Studies (CIP 30)	11	\$50,000	\$73,000	\$59,547	\$56,000
Security, Criminal Justice, and Protective Services (CIP 43)	40	\$42,480	\$74,500	\$59,689	\$60,000
Public Administration and Social Service Professions (CIP 44)	36	\$48,000	\$80,000	\$59,992	\$61,000
Parks, Recreation, Leisure, and Fitness Studies (CIP 31)	10	\$48,000	\$70,500	\$60,202	\$58,008
Family and Consumer Sciences/Human Sciences (CIP 19)	5	\$58,000	\$64,000	\$60,400	\$60,000
Education (CIP 13)	23	\$50,000	\$69,000	\$60,509	\$60,000
Area, Ethic, Cultural, and Gender Studies (CIP 05)	31	\$50,000	\$75,000	\$62,510	\$62,000
Liberal Arts and Sciences, General Studies and Humanities (CIP 24)	1	\$63,000	\$63,000	\$63,000	\$63,000
Agricultural Sciences (CIP 01)	3	\$61,500	\$67,000	\$63,833	\$63,000
Architecture, Planning and Related Services (CIP 04)	5	\$60,000	\$68,000	\$64,600	\$64,000
Psychology (CIP 42)	104	\$45,000	\$88,000	\$64,831	\$65,000
Social Sciences (Anthro, Archeo, Econ, Geo, Hist, Inter Reltns, Poli Sci, Soc, Urban St.) (CIP 45)	208	\$44,000	\$137,000	\$66,294	\$63,000
Biological and Biomedical Sciences (CIP 26)	128	\$47,000	\$95,000	\$66,110	\$65,000
Other (specify in Faculty Specialty/Discipline field)	3	\$63,500	\$71,500	\$66,167	\$63,500
Physical Sciences (CIP 40)	197	\$42,480	\$90,000	\$66,281	\$65,000
Library Science (CIP 25)	1	\$67,000	\$67,000	\$67,000	\$67,000
Mathematics and Statistics (CIP 27)	126	\$50,000	\$100,000	\$67,575	\$65,000
Natural Resources and Conservation (CIP 03)	3	\$58,500	\$80,000	\$68,500	\$67,000
Health Professions, Comm. Disorders, and Related Clinical Sciences (CIP 51)	39	\$52,500	\$90,000	\$68,567	\$67,000
Engineering (CIP 14)	21	\$60,000	\$87,000	\$73,571	\$74,000
Computer and Information Sciences and Support Services (CIP 11)	33	\$58,000	\$104,000	\$78,611	\$79,000
Business Management, Marketing, and Related Services (CIP 52)	11	\$56,000	\$135,000	\$88,818	\$82,000

From the President



TIMOTHY D. JOHNSTON
2014-15 CCAS President

The winter meeting of the Board of Directors in Washington, DC, was held in January at the site of our 2015 Annual Meeting (the Washington Hilton). Several of us were also able to visit the location of the Friday evening gala reception, part of our 50th anniversary celebration, at the National Press Club. This is a wonderful venue for what promises to be a splendid recognition of CCAS's history and accomplishments. I hope you will all make plans to attend the meeting and the gala, and that you will also consider submitting proposals for inclusion in the program.

As we do at every Board meeting, we reviewed the progress we have made on our work plan (the implementation of the goals established during our last strategic planning period) and I am pleased to report that we remain on track as we move into the development of our next strategic plan.

Your Board is a very hard-working group and, with Anne-Marie McCartan's very able assistance and persistent guidance, we have accomplished a lot in the last two years. Last summer, we began to work on a new strategic plan for 2015-18. In the course of a day-long session, led by then-President Nancy Gutierrez, we identified six priority areas on which we think CCAS should focus in the next three years. At the 2014 Annual Meeting in San Antonio, Nancy and I presented a session to invite feedback on the proposed priority areas, and we are incorporating that feedback as our planning continues.

To engage a broader cross-section of the membership we have engaged the services of a planning consultant, Leland Russell of GEO Group Strategic Services, LLC, and solicited a group of some 70 volunteer members to suggest refinements to the priority areas and propose specific steps we should take to implement them. This group is participating in three interactive on-line sessions in February and March and the Board will discuss the report from those sessions at its spring meeting in May and at a summer retreat. We will present the 2015-18 strategic plan to the membership at the Annual Meeting in November.

Also being developed this spring is a webinar series, on the topic of how deans can facilitate and support interdisciplinarity, both in academic programs and in research. A sub-committee of the Board, led by Jeff Braden of NC State University, is working on the content of the webinar, which will be delivered by an outside company. The Board launched this initiative in response to suggestions from you that we experiment with web-based delivery of workshops and seminars, as a way of providing professional development opportunities that do not require travel to a different location. Dates and registration information will be coming soon.

Enjoy the coming spring – when it arrives!



CCAS to offer four-part series on Interdisciplinarity

Scholars have been working across disciplines for decades to further knowledge and enrich approaches to teaching. What have we learned about the impulse for and outcomes of the interdisciplinary search for knowledge and discovery? How is cross-disciplinary work best organized within Arts & Sciences? How can interdisciplinary scholarly collaboration and teaching benefit students? What program models are being used successfully? What are the implications for faculty hiring, workload, and evaluation of scholarship? Are there new approaches being used that benefit faculty as scholars and offer new learning opportunities for students?

This web-based series opens with a one-hour overview, "Interdisciplinarity: Origins, Issues, and Terms," followed closely by three more sessions that focus on specific aspects of interdisciplinarity that deans need to know to ensure success.

Session 1: Interdisciplinarity: Origins, Issues, and Terms
MARK YOUR CALENDAR: April 22, 3:00pm (Eastern)

Session 2: Multidisciplinary Bachelor's Degrees

Session 3: Thematic Interdisciplinary Undergraduate Degree Programs

Session 4: Interdisciplinary Research and Graduate Programs
Dates of Sessions 2-4 to be announced

Full series details will be available soon.



OPENING SPEAKER

John H. Aldrich, Pfizer-Pratt University Professor of Political Science, Duke University, and author, *Interdisciplinarity: Its Role in a Discipline-based Academy* (Oxford University Press, 2014). Aldrich is past president of the Southern Political Science Association and the Midwest Political Science Association and is currently president of the American Political Science Association. He is a Fellow of the American Academy of Arts & Sciences and held a Guggenheim Fellowship.

SEMINAR DIRECTOR:

Jeffery P. Braden,
NC State Univ.

SEMINAR ORGANIZERS:

Gerry Greenberg,
Syracuse Univ.

Chris McCord,
Northern Illinois Univ.

Pat Mosto, Rider Univ.

Patricia Witherspoon,
U. of Texas at El Paso

CCAS Deans Present at AAC&U Conference

CCAS was well represented by the visibility of its members on the program at the annual conference of the American Association of Colleges & Universities in Washington, D.C. this past January.

- Dean Matthew C. Moen (U of South Dakota) led a session called “A Speedy Fix for the Humanities” focusing on ways that academics can improve student and public understanding of the humanities in American public life
- Jonathan Millen (Rider U), Robert Gregerson (Florida Gulf Coast U), and Michelle Loris (Sacred Heart U) presented their thoughts on “The Teaching Dean: Joys and Challenges of Directly Engaging in Students’ Education”
- “Are High-Impact Practices Relevant for 21st Century Non-traditional Students?” was the topic tackled by Brandman U Dean Jeremy Korr. He also offered a “HEDs Up” talk on “Picture This! General Education in a Competency-Based Environment”
- Nancy Murray (The Evergreen State College) was a panelist on “A Professor Who Cared”: Nurturing and Rewarding Strategic Relationships Between Faculty and Students”
- Jeffrey Osborn (The College of New Jersey) was a member of a CUR-sponsored panel, “Scaling-up and Scaffolding Undergraduate Research within Higher-Education Systems and Consortia”
- Reinhold Hill (Governors State U) was among the panelists speaking on “A Four-Year Approach to General Education—Is it Too Much or Is it Ever Enough?”
- “Walking the Talk: Creating a Strategic Plan for Global Engagement” was led by Karen Kashmanian Oates (Worcester Polytechnic Institute)
- Susana Rivera-Mills (Oregon State U) also presented on internationalization, “From ‘Local’ to Global: Broadening our Institutional Perspectives on Diversity”
- Valparaiso dean Jon T. Kilpnen participated on the panel “Supporting Student Learning through Holistic Faculty Evaluation”
- The CCAS-sponsored session “Using the *CCAS Standards of Practice* to Support Improvement Initiatives” included Timothy Johnston (U of North Carolina at Greensboro), Pat Mosto (Rider U), Lori Vermeulen (West Chester U) and Anne-Marie McCartan (CCAS).



From left: Tim Johnston, Lori Vermeulen, Pat Mosto

Friday evening 50 CCAS members and friends gathered for the annual reception sponsored by CCAS. Consider joining us next January when AAC&U again meets in Washington, D.C.



2015 Humanities Advocacy Day

The National Humanities Alliance will hold its 2015 Annual Meeting and Humanities Advocacy Day March 16-17 in Washington, D.C. The 2015 meeting will feature new National Endowment for the Humanities Chairman William “Bro” Adams and *Inside Higher Ed* editor Scott Jaschik. Of special interest is a panel on “Higher Ed, Humanities, and the Common Good” featuring three CCAS members: Mary Anne Fitzpatrick (U of South Carolina), Cory D.B. Walker (Winston-Salem State U) and David Schaberg (UCLA).

This event provides opportunities for participants to connect with a growing network of humanities leaders from around the country; communicate the value of humanities research, education, programming, and preservation to Members of Congress; explore national humanities policy; and become year-round advocates for the humanities. Sessions and events will be held at George Washington University (Monday) and on Capitol Hill (Tuesday).

Registration and meeting information is available [here](#).

Members Provide Input for Next Strategic Plan



In the summer of 2014, the CCAS Board of Directors began developing its strategic plan to cover the period 2015-18. The Board met during its annual retreat and identified a set of six priority goal areas as the starting point for a planning process that would culminate in the presentation of a plan for approval by the membership at the 2015 Annual Meeting in November. In addition to the goal areas, the Board developed a planning process that would gather input from the membership and use an iterative

process to refine the goal areas and develop specific action steps that would become part of the final plan.

The Board has retained the services of GEO Group Strategic Services, LLC, to assist with gathering input from members, identified from the leadership roles they play or have played in CCAS. The first online collaborative session was held February 18, with nearly 70 members participating. Two more sessions will follow in February and March to help pinpoint the kinds of activities and foci desired by membership going forward. The Board is most grateful for these busy deans who have taken the time to help shape the future of their association.

After GEO has summarized the information gathered through this iterative process, the Board will analyze the results at its spring meeting and again at its summer retreat to prepare a plan to be presented at the 2015 Annual Meeting.

2015 ANNUAL MEETING



There's Still Time...

to answer the call for panels for the 2015 CCAS Annual Meeting, November 4-7 in Washington, D.C. Submissions will be accepted for 3-person panels and Critical Issue Forums until March 27.

Click here for the [Call for Proposals](#).

Planning for our 50th Anniversary

The Planning Committee for the 50th Anniversary of CCAS is making good progress. Chaired by

Past-President Nancy Gutierrez, the committee also includes President Tim Johnston, President-Elect Beth Say, Dean Paula Lutz, and Event Manager Liz Cole (Dean Mary Anne Fitzpatrick, in her role as last-year's Past-President, served on the committee until November 2014).

As Nancy announced at the annual meeting, a number of activities are being planned to mark this occasion: a program session on the forthcoming edited book (by Deans Fitzpatrick and Say) on the role of the dean in the history and future of education in the arts and sciences; another session about the history of CCAS, which will include past presidents; a slide show, featuring the reflections of past presidents; a plenary talk at the Friday luncheon by Dr. David Skorton, who will just have assumed the position of Secretary of the Smithsonian Museum; and a gala reception to be held on Friday, November 6, at the Washington Press Club, 6:00-8:00.

Deans are encouraged to help sponsor our 50th Anniversary events by purchasing an ad to appear in the Commemorative Book (see following). Use this as an opportunity to brag about your College or School.

The 50th Anniversary Planning Committee hopes that the meeting will be a memorable one, as the attending deans celebrate the history of CCAS as they plan for its future, and continue as advocates for the vital role of arts and sciences in higher education.



Book Advertising Information

Ad Prices:

Full Page: \$800
Half Page: \$500

Premium Positions:

Inside front cover: \$1300- **SOLD**
Inside back cover: \$1200
Back cover: \$1500
First page of program book: \$1100- **SOLD**
Page across from the Table of Contents: \$1000

Specifications:

Publication trim size 7.5" x 10", perfect bound.

SUBMISSION FORMAT: High Resolution PDF/Press Quality PDFX-1a is preferred. TIFF & EPS formats acceptable. All files must include embedded fonts & graphics.

UNACCEPTABLE FORMATS: Microsoft Publisher, Word, PowerPoint, Pagemaker, InDesign, Illustrator, Photoshop and QuarkXpress.

Files should be 300 DPI, CMYK, @ 100% scale (minimum).
*Images from the web are not suitable for printing.

Any non-process colors included in the file will be converted to CMYK.
Conversion process may compromise the integrity of the file and waives color guarantee.

Full Page

Live Area: 7.5" x 10"
Bleed: 7.75" x 10.25"
(.125" bleed)
Non-Bleed: 7.25" x 9.75"

Half Page

Live Area: 7.5" x 10"
Bleed: 7.75" x 5.125"
(.125" bleed)
Non-Bleed: 7.25" x 4.75"

Design Services & Fees:

Our designer will create a unique ad to your requirements. Fees are dependent on the size and complexity of each ad but a general price structure is as follows for design and two revisions/proofs:

Full page: \$350
Half page: \$200

Deadline/File Submission/Contact:

For ad submission and related questions, please email ccas50th@wm.edu.
Ads must be submitted before August 1, 2015.

make sure your college/school is represented in the commemorative book celebrating our 50th year

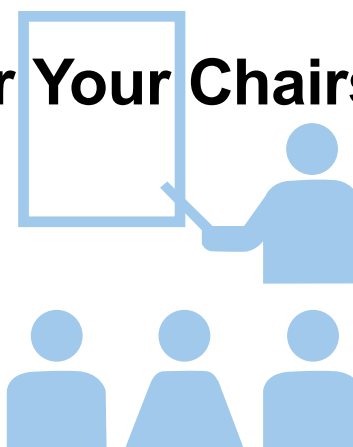
Looking for Training for Your Chairs/Heads?

Are you ready to take advantage of a unique benefit for CCAS members? The CCAS Leadership Development Workshops for Chairs/Heads brings our national training curriculum for chairs to campus. Designed for deans who are looking for a team-centered approach to enhancing the skills and confidence of its chairs, this workshop consists of a one-day visit from a dean-facilitator whom you have determined best matches the needs of your type of institution. You select from training topics, which include

- The Chair as Academic Leader
- Managing People and Conflict
- Working with the Dean
- Recruiting, Retaining, and Developing Faculty
- Managing Resources
- Strategic Planning for Chairs

Case studies are used with each topic, and sessions are tailored to meet the needs of your setting.

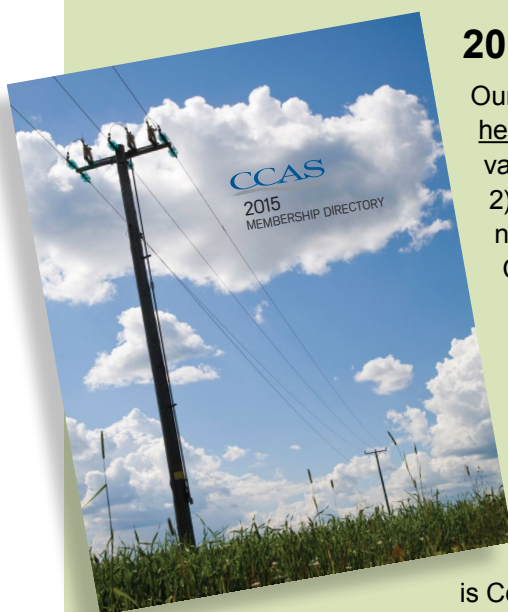
More than 30 deans have contracted with CCAS to bring this program to campus. We highly recom-



mend that you select a date (often right before a term begins) when all your chairs/heads will be available to attend. The more lead time you can give us to identify the right dean-facilitator, the better.

Workshop costs consist of a \$1500 fee for the dean-facilitator (plus travel expenses) and an administrative fee of \$750 to CCAS. Often this cost is shared with deans of other colleges or schools at your institution who wish to have their chairs attend along with yours. For further information, [click here](#).

To discuss holding a workshop on campus, contact CCAS Executive Director Anne-Marie McCartan at ammcca@wm.edu.



2015 CCAS Membership Directory Available

Our new Membership Directory is now available for online viewing, [click here](#). To request a copy write to ccas@wm.edu. The directory contains valuable information including: 1) listing of member institutions by state; 2) index of individuals which includes emails for all, as well as telephone numbers for deans; 3) member institutions grouped by their "basic" Carnegie Classification; 4) CCAS Constitution and By-Laws; 5) Presidents of CCAS and 6) past and future Annual Meeting sites.

When you log into your individual CCAS membership account, the Welcome Page will display two live links to the directory – 2015 Membership Directory and Membership Directory Search. Using the search link, you are able to choose up to 3 fields by which you would like to search. For example, search for public or private member institutions in your state that are in the Carnegie Classification RU/VH; or search for deans within CCAS whose discipline is Communication. Keep this important resource handy!



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

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www.ccas.net

Changing of the Guard

Ross Alexander, from interim dean to dean of humanities and social sciences at Indiana University East.

Glenn T. Dasher, dean of liberal arts at University of Alabama in Huntsville, is returning to faculty. **Mitch Berbrier** is the interim dean.

Juan Lopez Garriga, dean of arts and sciences at University of Puerto Rico-Mayaguez, is returning to faculty. **Manuel Valdes Pizzini** is the interim dean.

James Glaser, from interim dean to dean of arts and sciences at Tufts University.

Robert Kehrberg, dean of fine and performing arts at Western Carolina University, is returning to faculty. **George H. Brown** has been named dean.

Daniel J. Larson, dean of science at The Pennsylvania State University, has been appointed founding chancellor of Yachay University (Ecuador). **Douglas Cavener** is the interim dean.

Kenneth Petren has been named dean of arts and sciences at the University of Cincinnati.

Stacey Robertson is the new dean of arts and humanities at Central Washington University.

Aldemaro Romero, dean of arts and sciences at Southern Illinois University Edwardsville, is returning to faculty. **Steve Hansen** is the interim dean.

Beth S. Wright, dean of liberal arts at University of Texas at Arlington has retired.

New Members

Harding University – College of Arts & Humanities
J. Warren Casey, dean

Missouri University of Science and Technology – College of Arts, Sciences, and Business
Stephen R. Roberts, vice provost and dean

Northeastern State University – College of Science and Health Professions
Pamela K. Hathorn, dean

COMMITTEE CHAIRS

Announcing Membership in 2015 Standing Committees

Committee on Associate/Assistant Deans

CHAIR: Joe Wilferth,

University of Tennessee at Chattanooga

BOARD LIAISON: Sametria R. McFall Dickerson,
Savannah State University

Douglas Biggs, *University of Nebraska at Kearney*

Steven Carignan, *University of Northern Iowa*

Beverly Grier, *North Carolina A&T State University*

Julia Johnson, *University of Wisconsin, La Crosse*

Joseph "Andy" Karafa, *Ferris State University*

Clare Lawlor, *Lewis University*

Michael McGuire, *Brandman University*

Andrew McMichael, *Western Kentucky University*

Jonathan Millen, *Rider University*

Orlando Perez, *Millersville University of Pennsylvania*

Karen Petersen, *Middle Tennessee State University*

Susan Roberson, *Texas A&M University, Kingsville*

Hamoud Salhi, *California State University, Dominguez Hills*

Prashant Sangsiry, *Coastal Carolina University*

Maria Galli Stampino, *University of Miami*

Michele Sweeney, *Salem State University*

Committee on Comprehensive Institutions

CHAIR: Katherine Pruett Frank,

Northern Kentucky University

BOARD LIAISON: Janice Nerger, *Colorado State University*

Mark Anderson, *Kennesaw State University*

J. Chris Arndt, *James Madison University*

Orn Bodvarsson, *California State University, Sacramento*

Steven F. Brown, *University of West Florida*

Dolores Guerrero, *Texas A&M University, Kingsville*

Katherine Hyoejin Yoon, *West Chester University*

Robert Knight, *California State University, Chico*

Karl Kunkel, *Pittsburg State University*

John La Duke, *University of Nebraska at Kearney*

Chris Maynard, *University of North Alabama*

Richard Miller, *Missouri Southern State University*

Curtis Ricker, *Georgia Southern University*

Lila Roberts, *Clayton State University*

Kristin Sobolik, *Wright State University*

Neva Specht, *Appalachian State University*

Committee on Cultural Diversity

CHAIR: Wartyna R. Davis,

William Paterson University of New Jersey

BOARD LIAISON: Joyce Taylor Gibson,
University of Southern Maine, Lewiston-Auburn Campus

Veronica Dujon, *Portland State University*

Andrew Kanu, *Virginia State University*

April Massey, *University of the District of Columbia*

Wamucii Njogu, *Northeastern Illinois University*

Orlando Perez, *Millersville University of Pennsylvania*

Susan Picinich, *Towson University*

Marcus Sherrell, *Bowling Green State University*

Martin Slann, *University of Texas at Tyler*

Michele Sweeney, *Salem State University*

Marcelo Sztainberg, *Northeastern Illinois University*

Patricia Witherspoon, *University of Texas at El Paso*

Committee on Gender Issues

CHAIR: Donna Murasko, *Drexel University*

BOARD LIAISON: Pat Mosto, *Rider University*

Carmen Burkhalter, *University of North Alabama*

Rhonda Callaway, *Sam Houston State University*

Leanne Doherty, *Simmons College*

Mary Anne Fitzpatrick, *University of South Carolina*

Gina Sanchez Gibau, *Indiana University,*

Purdue University Indianapolis

Nancy Gutierrez, *University of North Carolina at Charlotte*

Emily Haddad, *University of Maine*

Julia Johnson, *University of Wisconsin, La Crosse*

Elizabeth Kavran, *Ursuline College*

David Manderscheid, *The Ohio State University*

Shaily Menon, *Grand Valley State University*

Sharon Nell, *St. Edward's University*

Carol Richardson, *National University*

Kent Sandstrom, *North Dakota State University*

Elizabeth Say, *California State University, Northridge*

Kristin Sobolik, *Wright State University*

Patricia Witherspoon, *University of Texas at El Paso*

Katherine Hyoejin Yoon, *West Chester University*

Abbey Zink, *Sam Houston State University*

COMMITTEE CHAIRS

Committee on Liberal Arts Institutions

CHAIR: Richard Finkelstein, *University of Mary Washington*
BOARD LIAISON: Gerry Greenberg, *Syracuse University*

Carmen Burkhalter, *University of North Alabama*
Chris Chulos, *Roosevelt University*
Carmen Cid, *Eastern Connecticut State University*
Jeff Frye, *The University of Findlay*
Gina Gibau, *Indiana University, Purdue University Indianapolis*
Robert Kase, *University of St. Francis*
Jeff Konz, *University of North Carolina at Asheville*
Todd Pfannestiel, *Clarion University of Pennsylvania*
Russ Pottle, *Misericordia University*
Kathleen Tiemann, *Merrimack College*
Aswani Volety, *University of North Carolina at Wilmington*

Committee on Metropolitan/Urban Institutions

CHAIR: Barbara Schneider, *University of Toledo*
BOARD LIAISON: Chris McCord, *Northern Illinois University*

Roy Barnes, *University of Michigan, Flint*
Laura Koppes Bryan, *University of Baltimore*
Veronica Dujon, *Portland State University*
DoVeanna Fulton, *University of Houston, Downtown*
Richard Greenwald, *CUNY Brooklyn College*
Anne Hitt, *Oakland University*
Drake Mitchell, *Portland State University*
Steven Roper, *Nazarbayev University*
Wamucii Njogu, *Northeastern Illinois University*

Committee on Private Institutions

CHAIR: Kim Martin Long, *Delaware Valley University*
BOARD LIAISON: Catherine Albrecht, *Ohio Northern University*

Jeff Arrington, *Abilene Christian University*
Jennifer Drake, *University of Indianapolis*
John Johnsen, *Utica College*
Beth Kavran, *Ursuline College*
Jon Kilpinen, *Valparaiso University*
Al Mueller, *Neumann University*
Noelle Norton, *University of San Diego*
Nate Phinney, *Malone University*
Carol Richardson, *National University*
Emily Sallee, *Park University*

Committee on Research Institutions

CHAIR: Simon Rhodes, *Indiana University, Purdue University Indianapolis*
BOARD LIAISON: Bret Danilowicz, *Oklahoma State University*

Jeffrey Brown, *New Mexico State University*
Nanette Hanks, *University of Minnesota*
Julia Hayes, *University of Massachusetts Amherst*
Michael Johnson, *University of Central Florida*
Theresa Lee, *The University of Tennessee Knoxville*
Tracy Morris, *West Virginia University*
John Pratte, *Arkansas State University*
Nicol Rae, *Montana State University*
Kent Sandstrom, *North Dakota State University*
Jeff Thompson, *University of Nevada, Reno*
Cathleen Webb, *Western Kentucky University*
Scott Wood, *North Dakota State University*

SEMINAR FOR NEW DEANS

The Council of Colleges of Arts and Sciences (CCAS) offers seminars in which participants examine practical issues associated with academic administration. In the annual 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 faced by those new to the job of deaning.

Using a variety of formats, including case studies, the seminar focuses upon successful management techniques as well as ideal models of administration. New deans from around the country and many types of institutions will be in attendance. Ample networking activities allow participants to develop a set of contacts to call upon once back on campus. The seminar also introduces attendees to the plethora of services you will receive as a CCAS member to support your work as dean.

SEMINAR FACULTY

DIRECTOR



Gregory M. Sadlek, Dean
College of Liberal Arts
and Social Sciences
Cleveland State University

FACILITATORS



Elizabeth Kavran, Dean
School of Arts and Sciences
Ursuline College



Theresa M. Lee, Dean
College of Arts and Sciences
The University of Tennessee Knoxville



Adam Shapiro, Dean
College of Humanities, Arts, and
Social and Behavioral Sciences
California State University, San
Marcos

SPEAKERS

Joe Gow, Chancellor
University of Wisconsin, La Crosse

Julia Johnson, Associate Dean
College of Liberal Arts
University of Wisconsin, La Crosse

Paul Wolansky,
Senior Director of Advancement
College of Liberal Arts and Social Sciences
Cleveland State University

REGISTRATION INFORMATION

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

The registration fee of \$650 includes conference materials, Sunday and Tuesday social hours, Monday, Tuesday and Wednesday breakfast buffets, and Monday lunch. The fee for non-members is \$750.

REGISTRATION PROCEDURE

From www.ccas.net, log in with your personal username and password under Member Login. Click "Reset Password" if you do not know your login credentials. Non-CCAS members may register as New Customers.

REGISTRATION DEADLINE

June 26, 2015, or until the seminar is filled. Payment need not accompany your registration but must be received by that date.

The first 40 registration requests will be accepted, with preference going to college deans; additional requests will be wait-listed in order of receipt. **Ten spaces are reserved for associate/assistant deans who have responsibility for faculty and curricular issues.**

CANCELLATION POLICY

For written cancellations received in the CCAS office by 5:00 p.m. EST on **July 6**, CCAS will refund the registration fee, less a \$75 administrative fee. After July 6, no refunds will be granted due to catering guarantees.

PRELIMINARY PROGRAM

SUNDAY, JULY 12

4:00–5:30pm

Check-in & seminar
registration

Networking reception

MONDAY, JULY 13

Shaping & Organizing
College Operations

Leadership

Equity & Decision-making

Planning & Resource
Management

Deans & Development

Role of the Associate/
Assistant Dean

TUESDAY, JULY 14

Legal Issues in
Higher Education

Faculty Issues

Problem-Solving Exercises

Networking reception

WEDNESDAY, JULY 15

Case Studies

What CCAS Can Do for You

Adjournment at
12:00 Noon

HOTEL INFORMATION

INTERCONTINENTAL MILWAUKEE, 139 East Kilbourn Avenue

Adjacent to the scenic Milwaukee Riverwalk, InterContinental Milwaukee is centrally located to downtown's business and theatre districts, parks, restaurants and nightlife. Discover the historic Pabst Theatre, the Milwaukee Public Museum, or one of Milwaukee's many summer festivals. Take a short walk to the shores of Lake Michigan and the world-renowned Milwaukee Art Museum. Or make a stop at Milwaukee's most unique food destination, the Milwaukee Public Market.

GROUP ROOM RATE:

\$165 plus tax, single or double

HOTEL RESERVATION DEADLINE:

June 22, 2015

TO MAKE RESERVATIONS:

<http://ow.ly/JpRSb> or call (414) 935-5943 and ask for the group rate for the CCAS Department Chairs & New Deans Seminars

2015 SEMINARS for DEPARTMENT CHAIRS

Sponsored by the Council of Colleges of Arts and Sciences

July 16-18 in Milwaukee, WI

October 11-13 in San Diego, CA

The CCAS SEMINAR FOR DEPARTMENT CHAIRS/HEADS 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; therefore, registration is limited. Two social hours, breakfast and lunch on the second day, and breakfast on the third day provide opportunities for interchange among participants. All banquet functions are included in the registration fee.

COMMENTS from previous participants:

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

“Great balance of presentation and discussion.”

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

Seminar DIRECTOR



JENNIFER
DRAKE, Dean
*College of Arts and
Sciences, University
of Indianapolis*

FACILITATORS

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

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 Events, click the event you wish to attend. Register as a New Customer.

Registration Fee: \$550. Includes seminar materials, two social hours, two breakfasts, and one luncheon.

Registration deadline for the seminars is **July 2** and **September 25**, respectively. Payment must be received by that date.

PRELIMINARY PROGRAM

DAY ONE

3:00–6:00pm

Seminar Registration

4:00–6:00pm

**The Chair as
Academic Leader
Equity & Leadership**

6:00–7:00pm

Networking Social Hour

DAY TWO

7:30–8:30am

Breakfast Buffet

8:30–10:00am

The Basics for New Chairs

OR

**Problem-Solving for
Experienced Chairs**

10:30am–Noon

Managing People & Conflict

Noon–2:00pm

Luncheon

2:00–5:30pm

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

5:30–6:30pm

Taking Care of Yourself

DAY THREE

7:30–8:30am

Continental Breakfast

8:30–10:30am

Case Studies