



# NEWSLETTER

Council of Colleges of Arts and Sciences

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January-February 2005

Mary Hancock-Niemic, Editor

## A Tribute to Jane F. Earley

CCAS, November 12, 2004: It is an honor and privilege to stand before you today to recognize the work of Jane Frances Earley, Dean of Arts and Humanities at Minnesota State University, Mankato. Many of you in this audience have come to know Jane over the years during which she has been a leader, a presenter, or a participant at these CCAS meetings. For many of us, she has been a mentor and a friend. I don't think she has any idea at all about how many people's lives in higher education she has affected. Wherever I go, when people learn of my connection to Mankato, they ask me about Jane... or about "the dean in a blue suit, a silver pin, sort of short..." who they think was at Mankato. Most recently this happened on my new campus of SUNY Oswego when a faculty member, whom I had just met and who had once met Jane at a conference, asked me about her. It is precisely because of her impact on her own institution, on deaning, and on higher education in general that the Board of CCAS decided to recognize her today.

Jane Earley has probably been a dean longer than just about anyone—certainly longer than anyone else in this room. She began deaning in 1974. She became an assistant dean of Arts and Sciences at Mankato in 1974, an associate dean in 1975, an acting dean in 1976, and the dean of the new college of Arts and Humanities at MSU, Mankato (then called Mankato State) in 1977. She has remained in that position since then, except for one year when she served as Interim VP of Academic Affairs for the institution. That's 30 years of deaning! Once, at one of these CCAS meetings, when all the talk was of moving on and moving up, Jane reminded those of us in the room of the value of staying in place and of the importance of commitments to a group of people, an institution, and a community. By staying in one place, Jane has had a profound impact not only on MSU but also on people and institutions of higher education across the nation.

Let me begin by saying a few words about her obvious impact beyond her own campus. She has made a difference in higher education across the nation by participating in and serving as a leader of many national, state, and regional associations relevant to being a dean. For example, she served on the Board of

CCAS from 1977-82 and as our President from 1980-81; for CCAS, she ran many dean's workshops, helped found the women's caucus, and worked on many projects, like the guidelines for evaluating deans that are in your packet today; she has also participated in the National Conference for Academic Deans since 1977 and served as its chair from 1979-80; she has been a consultant-evaluator for the Higher Learning Commission of North Central Association since 1977; she was a member of the Minnesota Humanities Commission from 1983-89 and served as the chair of its board from 1985-86; she was a member of the Board of the Minnesota ACE network for women from 1983-91 and was its chair from 1988-91; she participated for many years in the regional organization called the Bush Collaboration for Faculty Development and served as its chair in 1991; she has been a member and presenter at AAHE and other associations over the years, and she has served on the Board of Trustees of Coe College, her undergraduate alma mater, since 1983. In each of these positions and for each of these national and regional associations, she has given innumerable presentations on topics related to collective bargaining, leadership development, the role of the arts and humanities, women in higher education,

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## Call for Nominations: 2005 U.S. Professors of the Year

The Council for Advancement and Support of Education and the Carnegie Foundation for the Advancement of Teaching are inviting nominations for the 2005 U.S. Professors of the Year program. U.S. Professors of the Year is the only **national** program that honors undergraduate teaching and mentoring. In recognizing individual faculty members for their achievements as teachers, the award gives institutions an opportunity to celebrate excellence and provide role models for faculty and students.

One national winner is chosen from each of the four Carnegie classifications of institutions: baccalaureate colleges; community colleges; doctoral and research universities; and master's universities and colleges. The four national winners receive a \$5,000 prize from Carnegie and an invitation to the November awards ceremony in Washington, D.C. and

reception on Capitol Hill. (CASE pays expenses to Washington for the national winners, one student selected by each winner, and the airfare for one guest for each.) State-level winners are also chosen from the total pool of candidates, and each state winner receives personalized award certificates and an invitation to the awards luncheon and reception.

Information about the winners selected in 2004 is available at [www.case.org](http://www.case.org). Nominations, which must come from campus presidents, vice presidents, provosts, deans, or faculty colleagues, must be postmarked or entered online by **April 22, 2005**. Institutions may submit up to three nominees, who may be of any academic rank and may teach full or part time.

For more information about the program, criteria, and entry instructions and for access to the online entry form, go to [www.case.org](http://www.case.org) and enter CASE code "poy."○

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 the new institution to continue CCAS membership benefits.

### Membership Dues

No. of BA/BS Degrees Awarded	Dues
1 - 99 .....	\$195.00
100 - 299 .....	\$290.00
300 - 499 .....	\$395.00
500 - 749 .....	\$495.00
750+ .....	\$595.00

### The CCAS Staff

Executive Director ..... *Ernie Peck*  
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### Advertisements

Advertisements must be received by the 15th of the month **prior** to publication (e.g., Aug. 15th for the Sept/Oct issue). Camera-ready ads should be submitted as eps files. For further information, please contact the CCAS office before submitting your ad.

Full page ad ..... \$200  
Size: 9.5 inches (H) x 7.5 inches (W)

Half-page ad ..... \$100  
Horizontal Ad:

4.75 inches (H) x 7.5 inches (W)

Vertical Ad:

9.5 inches (H) x 3.75 inches (W)

For custom sizes or other special requests, please contact the CCAS office.

## Calling the CCAS Office in a Timely Manner

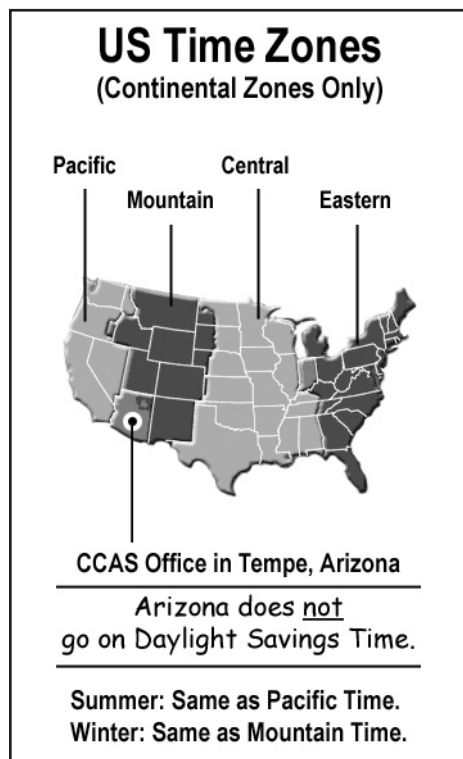
Arizona is one of a few states that does **not** go on Daylight Savings Time. This can be confusing when you are calling the CCAS office.

In April, instead of continuing to be on Mountain time, Arizona becomes aligned with the Pacific time zone. This occurs because Arizonans do not change their clocks for Daylight Savings Time as those states in the Mountain time zone do.

Currently, Arizona aligned with the rest of the Mountain time states once again. This means Arizona is now:

- 2 hours earlier than Eastern time
- 1 hour earlier than Central time
- 1 hour later than Pacific time.

However, no matter what time you call, please be assured that we get your messages and follow up as soon as we can.○



## 2005 Seminar & Meeting Schedule

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### MARCH

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March 17 & 18

**CCAS Deans' New Structures Seminar**  
*Sheraton Omaha*  
 Omaha, Nebraska

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### JULY

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July 14 – 16

**CCAS Seminar for Department Chairs**  
*Denver Marriott City Center*  
 Denver, Colorado

July 17 – 20

**CCAS Seminar for New Deans**  
*Denver Marriott City Center*  
 Denver, Colorado

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### SEPTEMBER

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September 10 & 11

**CCAS Seminar: Legal Issues at Union  
and non-Union Institutions**  
*La Posada de Albuquerque*  
 Albuquerque, New Mexico

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### NOVEMBER

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November 2 – 5

**CCAS Annual Meeting**  
*Sheraton Vancouver Wall Centre Hotel*  
 Vancouver, British Columbia, Canada

Information about these and other CCAS activities appear in the CCAS Newsletter and are posted on the CCAS website ([www.ccas.net](http://www.ccas.net)).

Brochures and registration forms are available from the CCAS website by clicking on the "Meetings" button (3rd button down in the left-hand column).

You may phone 480-727-6064 or fax 480-727-6078 or send email to [ccas@asu.edu](mailto:ccas@asu.edu) for further information.○

## Changing of the Guard

**Charles F. Hohm**, Associate Dean, College of Arts and Letters, San Diego State University, to Dean, College of Natural and Behavioral Sciences, California State University-Dominguez Hills.

**John L. Kijinski**, Interim Dean, College of Arts and Sciences, Idaho State University, to Dean, College of Arts and Sciences, Idaho State University.

**Susan E. Krantz**, Associate Dean, College of Liberal Arts, University of New Orleans, to Dean, College of Liberal Arts, University of New Orleans.

**John Skvoretz**, Interim Dean, College of Liberal Arts, University of South Carolina, to Dean, College of Arts and Sciences, University of South Florida.

To have your changes included in the next newsletter, send, fax, or email them to the CCAS office. See page 2 of this newsletter for contact information.○

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## MLK Scholars Program

The MLK Scholars Program is a unique summer internship experience at the US Dept. of Education.

Up to 10 outstanding undergraduate or graduate students with an interest in education policy or public policy and administration will be selected to participate in the program in summer 2005.

Selected students will be designated as MLK Scholars and will receive temporary federal appointments in the excepted service for an eight week period, June 13 - August 5, 2005. This time period may be extended for up to an additional four weeks on a case by case basis. Scholars will be hired at grades GS-4, 5, 7, or 9, depending on their qualifications and education level completed. The corresponding pay range is approximately \$11.82 to \$20.04 per hour. Scholars will be responsible for their own transportation and housing during their internship.

Scholars will be assigned to the Office of the Secretary and immediate offices of the assistant secretaries at the Department's headquarters in Washington, DC.

Scholars will assist with a variety of projects related to critical education programs and initiatives, analysis, policy development, and legal or other work designed to provide developmental experiences and exposure to government and public policy in a Cabinet level department.

The recruitment announcement will open December 13, 2004, and will remain available through January 21, 2005, on the following federal web sites: [www.ed.gov](http://www.ed.gov); [www.usajobs.opm.gov](http://www.usajobs.opm.gov); and [www.studentjobs.gov](http://www.studentjobs.gov).○

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## Membership Directory Addendum

The 2004-2005 CCAS Membership Directory has been sent out and by now, every member has received one. The Directory is a great thing to have on hand for looking up old friends, networking with new acquaintances, and, of course, seeing your own name in print.

However, as with almost all directories, it is obsolete before its ink can dry, and the CCAS Membership Directory is no exception. Our CCAS membership is a dynamic and ever-changing group who do not stay in one place for very long. This makes keeping accurate information in the CCAS database virtually impossible.

Then, there is the human factor. As much as we would like to think we are careful and precise, errors do occur. And usually do not become visible until they are printed and distributed for all to see.

For these reasons, an Addendum for the 2004-2005 CCAS Membership Directory will be available at the end of February. It will be one to a few pages of corrections and additions that you will be able to print out and keep with your directory.

It will be in the "Members Only" section of the CCAS website. Go to [www.ccas.net](http://www.ccas.net) and click on the "Mbrs Only" button that is the sixth button down in the left-hand column, just below the flashing "News" button. ○

### **A Tribute** *continued from page 1*

affirmative action, accreditation issues, and aspects of being a dean. Many of us in this room today have been in her audiences and have benefited from her sage advice. Thousands of others who are not here with us today have as well.

Now, I could stop there, having listed those contributions which justify her recognition today, but Jane inspires us not only by her leadership and presentations but also with the lessons she teaches by example about being a successful dean. As I begin to tell you about those lessons, I wish to acknowledge that I have built my reflections by drawing on my own experiences with Jane as well as on the words and views of some of her colleagues and students at MSU, Mankato.

The first lesson she teaches us about being a dean is about having a deep commitment to the job. At MSU she has served on or led just about every committee on campus, shaping MSU's present and future through vision and consultation. She has chaired so many administrative search committees (including the most recent presidential search) that she and the institution have lost count, even as the institution has benefited from the contributions of those administrators. In addition to that university service, she attends about 150 performances, openings, and other events for students and faculty in her college each year, to say

nothing of the many additional institution-wide events she attends. (Flaherty) Multiply that number times 30 and you must begin to wonder how she maintains her enthusiasm for them all. As one faculty member said, "she is astonishingly supportive of all of her children [her faculty, her students]... She goes to every event, every concert, every play, every reading. She treats all ... with an evenhandedness—in such a way that we all feel like the favorite child." (Hustoles) Because she has paid such close attention to what is happening, she carries an incredible institutional memory about students, faculty, donors, and others that serves the institution well as it moves forward into the future. (Frey, Larsson) No one ever asks if she is doing something to advance her own career; everyone knows that her highest commitment is not to herself but to the students and higher education and the betterment of MSU.

Another lesson that Jane teaches by example is of the values needed to be a successful dean. The values that people mention most when talking about Jane are her honesty, integrity, sincerity, and compassion. She is a "plain dealer", Minnesota Honest as well as Minnesota Nice! (Hustoles) Her colleagues in dean's council always know what she thinks. Whether she agrees with them or not, no one ever doubts the sincerity of her views or the thought she has given to those views. (Frey) Her special skill is that she always thinks compassionately about the people involved—the students, the faculty, the staff—and what the impact of any decision will mean to them. She is careful to think about how to explain decisions, how to work with people for understanding, and how to reach out to those who don't understand. In fact, she has an "uncanny ability to connect to and value" each person she meets. (Boubel) She is a politician in the honorable sense of the word.

A third lesson she teaches about successful deaning is displayed in her attitude. She brings to the role of dean the attitude of a teacher. She has studied and she continues to study higher education and higher education issues. She is "dedicated to the integrity of the liberal arts and the power of the learning experience in a person's life." (Boubel) Most of all, she understands the relationship between students and faculty members. (Frey) She nurtures that relationship, and she models that relationship. More than any other dean at MSU, she knows the students in her college. She talks to them in the hallways; she gives greetings or knowing looks when they come to the dean's office for advising; she congratulates them on success and encourages them after failures. She has applauded students in their performances; she has reminded them to send thank you cards to those who have helped them; she has taught them to understand that the people of the university are real people with good days and bad; and she has taught them through conversations to argue and solve problems. (Finn) Though she has not taught students in a formal classroom for many, many years, what she does

**A Tribute** *continued on page 5*

**A Tribute** *continued from page 4*

outside the classroom has led many recent graduates to say that she is “one of the most influential teachers” they encountered at MSU. (Finn)

Jane also brings the attitude of a teacher to working with faculty members on their professional development. As she recently said, she “urges people to work at levels that would make them proud of themselves.” (*Today*) She asks “faculty to increase their activities each year—not necessarily to create more activity but to act at a deeper, more weighty level.” (*Today*) Beginning with the interview when she tells potential new faculty about expectations for faculty members at MSU, she “spends incredible amounts of time because she cares a great deal about them and their professional lives.” (Winkworth) As one person said, “the reason that the college has high success in retention, promotion, and tenure is not because Jane is ‘easy,’ but because she is good.” (Flaherty) Senior professors frequently seek her advice throughout their careers. (Boubel) Her mentoring extends to leading development workshops on campus for other faculty members and to providing mentoring to other deans on how to nurture their new faculty as well as their senior faculty members.

Finally, I would say that Jane models the importance of being yourself as a dean. In her case, she brings the vision of a poet to her work as a dean. Her Ph.D. was in English from Northwestern. Her training as a literary scholar and a poet has served her well. No one is a more effective speaker. Her opening talks each fall are highly anticipated events in her college, “inspiring even to jaded tenured professors.” (Hustoles) As one faculty member in her college for 26 years recently wrote: “Her delivery is perfect, her text is always literate and literary, weaving together elite and popular allusions, always perfectly complementing the point she is making... thoughtful, thought provoking, the result of thorough preparation.” (Flaherty) A New Yorker cartoon often explains a point in her talks. Rarely does she miss the opportunity for a good laugh at herself or at some of the absurdities of higher education. Her laughter has saved many a stressful moment. That spirit helps move her college forward into the future.

Through leadership, commitment, values, attitude, and personal expression, Jane Earley has been successful for 30 years. I would like to conclude my introduction of Jane today by reading excerpts of a poem she wrote in 1982, written in the voice of a woman whose job it was to give displaced homemakers advice about how to make a living and live a life. This poem is entitled “Faded Women” and in many ways serves as a metaphor of what Jane Earley has herself aspired to do and what she has done as a dean throughout her career for students, for faculty, and for other deans by word and by example. As you hear the words of the social worker, think about them in terms of what Jane has done for so many other deans across the nation.

***Faded Women***

(From an image by Mona Johnson)

I take this job,  
This important job  
Because I need it....

My job  
This important job  
Is with women.  
With women who need,  
And need to find a job.....

They come to our office to find themselves.  
They are faded, desperate,  
Wishing against hope for chances to be new.

And I sit here, multi-colored, vivid,  
In my important job,  
And I tell them my important information  
Which becomes blood to them.  
And they gain and gather themselves,  
Each one different alike  
Gathering her self, gaining herself,  
Transfused.

A woman comes.  
She comes once, twice, a dozen times  
Depending  
And then one day  
She doesn't come at all.  
She sits somewhere,  
In an important job,  
Multi-colored, vivid  
Doing important work she needs...

And in my office I sit,  
Faded,  
Satisfied.

Please join me in thanking Jane Frances Earley – who has not faded in her efforts – for 30 extraordinary years as a leader, mentor, role model, and friend to deans across the nation. Thank you, Jane.

—Susan Coultrap-McQuin

Thank you to the following MSU colleagues who shared their thoughts for this presentation: Karen Boubel, Carrie Finn, Terry Flaherty, John Frey, Paul Hustoles, Don Larsson, John Winkworth. Jane's own remarks were printed in the most recent issue of MSU's *Today* magazine. ○

## Change in Board of Directors

Before the new Board of Directors was able to convene for its first meeting, one of the newly elected Board Members had to resign. Citing unanticipated factors relative to his personal life, E. Timothy Moore, Associate Dean at Kent State University, reluctantly tendered his resignation from the CCAS Board of Directors.

John Bee, a former Board Member, was asked to fill the position as he accumulated the next highest vote at the Annual Business Meeting last November. He has graciously accepted and is now a Board Member in the Class of 2007.

Tim Moore plans to stay involved with CCAS, and will participate in various committees and events much as his time constraints and obligations allow him to do so.

We thank both Tim Moore and John Bee for their past and continuous commitment and contributions to CCAS and its membership. ○

### 26th Annual National Conference on Law and Higher Education in Clearwater Beach, Florida on February 19-23

Stetson University College of Law is hosting the 26th Annual National Conference on Law and Higher Education, February 19-23, 2005 at the Sheraton Sand Key Resort in Clearwater Beach, Florida. This conference provides higher education attorneys, administrators, research professionals, and faculty with a series of interdisciplinary workshops, plenary and concurrent sessions, and focus groups on the most important law and policy issues affecting public and private higher education in the current year.

To view the conference brochure, go to this URL:

<http://www.law.stetson.edu/CLE/>

and then click on the words:

*Law and Higher Education Brochure and  
Registration Form Posted!*

that are the second listing under "Headlines" in the righthand column.

The conference brochure and registration materials will open up in pdf format for you to view or print.

For a copy of the printed brochure, contact Roger Curlin at [curlin@law.stetson.edu](mailto:curlin@law.stetson.edu) ○

## CCAS Board of Directors

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### CCAS Board Members: Class of 2007

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Faculty of Arts and Sciences  
College of William and Mary  
Williamsburg, VA

## Call for Proposals

### CCAS Annual Meeting - 2005

The 2005 annual meeting of the Council of Colleges of Arts and Sciences will be held from November 2 through 5 at the Sheraton Vancouver Wall Centre Hotel. I hope you will attend. I am writing now to encourage you to take an active role in the program by proposing topics for sessions and by offering to be among the session organizers and presenters.

This year's meeting site in Vancouver reflects the interest of CCAS to engage in conversations with our Canadian partners through joint sessions and programs. Thus a general theme for the 2005 conference will be "International Partnerships." It is our hope to have at least one panel within each session that focuses on this theme. However, in addition to our thematic sessions we are seeking topics consistent with CCAS's goal of deans sharing experiences and expertise that they believe will be beneficial to other deans. These should include topics of interest to deans from smaller institutions as well as those of larger institutions as well as those topics of interest to private as well as public colleges and universities. Some topics are perennial favorites; others undoubtedly will be suggested in the evaluations from the 2004 meeting. However, we need your ideas, too.

Please, if you propose to organize a session, do so with the understanding that this is a commitment on your part to work actively with the Program Chair and the Program Committee in recruiting participants and organizing the panel session. I encourage you, if you have an idea for a panel but are uncertain of who might wish to be a co-participant, to use the CCAS list serve to query other deans as to their interest. Remember too that presenters at the annual meeting should be CCAS deans (including, of course, assistant and associate deans) and are required to pay full registration.

If you are interested in submitting a proposal, you can e-mail me at [julia.wallace@uni.edu](mailto:julia.wallace@uni.edu) and I can answer any questions you might have in addition to sending you an electronic proposal form. Proposal forms will also be forthcoming via regular post.

On behalf of the program committee, I thank you for your interest in shaping the 2005 Program. I look forward to seeing you in Vancouver next November.

Sincerely,

Julia E. Wallace  
President-elect, CCAS  
Chair, 2005 Program Committee  
and  
Dean, Social and Behavioral Sciences  
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Council of  
Colleges of Arts  
and Sciences

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*Upcoming Seminars You Don't Want to Miss!*

March 17 & 18, 2005 in Omaha, Nebraska

**CCAS Deans' Seminar on New Structures**

July 14-16, 2005 in Denver, Colorado

**CCAS Seminar for Department Chairs**

July 17-20, 2005 in Denver, Colorado

**CCAS Seminar for New Deans**

September 10 & 11, 2005 in Albuquerque, New Mexico

**CCAS Seminar: Legal Issues at Union  
and non-Union Institutions**

*Remember: Space is limited. Register soon!*