

# CCAS Newsletter

Council of Colleges of Arts & Sciences

## Keynote Speakers for 2008 Annual Meeting Announced

A national-association leader and *New York Times* editorial writer will headline this year's meeting



**Carol Geary Schneider**

Remarks: Liberal Education and Students' Success

Carol Geary Schneider, president of the Association of American Colleges and Universities, will keynote the 2008 Annual Meeting. She will deliver her remarks at 9:00 on Thursday morning.

With more than 1,150 institutional members, AAC&U is the leading national organization devoted to advancing and strengthening undergraduate liberal education. Under her leadership, AAC&U launched *Liberal Education and America's Promise* (LEAP), a ten-year public advocacy and campus action initiative designed to engage students and the public with what really matters in a college education for the twenty-first century.

The LEAP campaign builds on AAC&U's major effort, *Greater Expectations: The Commitment Quality as a Nation Goes to College*, a multi-year initiative designed to articulate the aims of a twenty-first century liberal education and to identify comprehensive, innovative models that improve learning for all undergraduate students.

Dr. Schneider is a graduate of Mount Holyoke College with a bachelor's degree in history. She studied at the University of London's Institute for Historical Research and earned the Ph.D. in history from Harvard University. She has published extensively on all the major areas of her educational work and has taught at the University of Chicago, DePaul University, Chicago State University and Boston University.

\* \* \*

This year's Wednesday luncheon speaker is Verlyn Klinkenborg, an American non-fiction author. Born in Colorado in 1952, he was raised

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**Verlyn Klinkenborg**

Remarks: Nature and Nonfiction

### New Seminar: Personnel Management

September 19-20, 2008

Hyatt Regency San Antonio



The Board of Directors is pleased to offer a new workshop in the Seminar Series.

"Personnel Management" will provide skills and strategies needed to effectively supervise faculty and staff. Led by University of Oklahoma Dean Paul B. Bell, Jr., and Dean Kate Forhan of Northeastern Illinois University, emphasis will be placed on maximizing the performance of each individual in the College while maintaining an environment that is professional and personally supportive. Unionized and non-unionized settings will be considered.

The workshop runs from noon on Friday, September 19 through 6:30 on Saturday, September 20.

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From the Executive Director

## Stretching Your Dues Dollars

By now you should have received your membership renewal notice for 2008-2009. Dues remain unchanged as CCAS expects to operate in the black once again this fiscal year. Now two years with the organization, I still marvel that the operating expenses for the Executive Office come in around \$250,000 for an organization with 1500 members. Only two people are employed full time – the executive director and the assistant. So how does the business of the organization get done with such a small staff?



In two ways: *contributed services* and *targeted outsourcing*.

*Contributed services.* First and foremost, the CCAS tradition of being hosted by a member university helps realize tremendous cost savings.

*Instead of relying on high-priced speakers, our members contribute their time and talents to organize and lead most of our seminars and conferences.*

CCAS pays no rent for office space—a significant expense for other national organizations, especially those in Washington, D.C. Moreover, CCAS benefits from other contributed services from The College of William & Mary: IT support is covered; the in-house legal counsel has provided pro-bono advice on several occasions; and we have

work-study students aplenty. Icing on the cake — the Dean's Office (Carl Strikwerda) makes a \$5,000 annual contribution to CCAS operating expenses such as postage and communications.

We also benefit greatly from using deans as seminar leaders and presenters. Instead of relying on high-priced speakers, our members contribute their time and talents to organize and lead most of our seminars and conferences. Those elected to the Board of Directors, in particular, devote countless hours to the organization.

*Targeted outsourcing.* Often I marvel at how our association operates in a virtual business setting, based on what I call “targeted outsourcing.”

- Our part-time graphic designer works out of her home near **Richmond**, Virginia, and we exchange work electronically, with only occasional face-to-face meetings. We utilize printing companies in **Richmond** and **Boston**.
- The website is hosted and supported 24-7 by a company called internet4associations (i4a), which is based outside **Chicago**.
- A meeting broker firm, Experient, serves as the middle party for locating and negotiating favorable contracts with hotels. We pay no fee for the services, as Experient receives a percentage of revenue from the hotel for

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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

### The CCAS Staff

Executive Director  
*Anne-Marie McCartan*

Executive Assistant  
*Dorothy C. Reyes*

Student Assistant  
*Chris St. Cyr*

Graphic Designer  
*Jean Pokorny*

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 427 Scotland Street  
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### Advertisements

Advertisements must be received by the 20th of the month prior to publication (e.g., Dec.20th for the Jan/Feb 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:	
9.5 inches (H) x 7.5 inches (W)	
Vertical ad:	
9.5 inches (H) x 3.75 inches (W)	

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

# Coming Up...



**Portland, Oregon**  
**SITE OF 2008 ANNUAL MEETING**  
**November 12-15, 2008**

CCAS MEMBERS will travel to the Pacific Northwest for this November's Annual Meeting. The Hilton Portland and Executive Tower is in the heart of the downtown arts and entertainment district, which features over 40 restaurants.

Within walking distance are the Performing Arts Center, Oregon History Center, and Portland Art Museum. Three public transit systems (bus, rail, trolley) can take visitors to the Pearl District, Chinatown and the Chinese Garden, Old Town, the River District, the Cultural District, and the famous Powell's City of Books. Runners and walkers can get their exercise along the banks of the Willamette River.

The CCAS preferred group rate is a very favorable \$128/night single or double. Rooms can be booked by calling 1-800 HILTONS and saying that you are with booking code CCO. Additional information will be sent to CCAS members in July.

Be sure to check airline schedules before booking your room. Conference attendees from the East coast may wish to fly home Sunday as few flights leave Portland after noontime. Also take into account the pre-conference workshop (Conflict Management) on November 12 and the post-conference workshops (Deans & Development and Stepping Up to the Deanship) on November 15.

Check the website and your mailbox for additional information on registration.

*It may be helpful for you to be aware that the Portland Hilton is in contract negotiations with AFL-CIO Local 9, representing hotel and restaurant employees. We are optimistic that the contract will be settled by November, but if you have any questions, please call Anne-Marie McCartan at (757) 221-1741.*

## 2008-2009 Membership Renewal



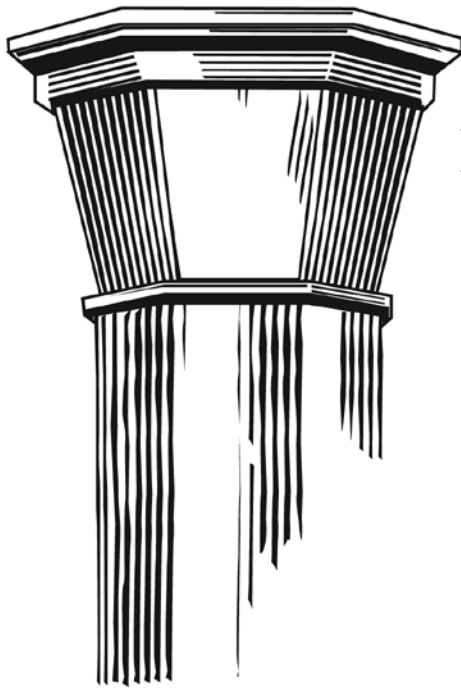
Dues notices have been mailed to all members, with instructions for how to renew for 2008-2009. The membership year runs from June 30-July 1, with some members choosing to pay their dues prior to the close of the FY08 fiscal year.

Once again, registration is online at [www.ccas.net](http://www.ccas.net). Log in under Members Only using the login ID for the college/school dean. The Executive Office will be glad to guide anyone wishing assistance with the renewal process. Those renewing by September 12 will be included in the *2009 Membership Directory*.

Although the Executive Office needs to enter any changes at the dean level, members can add/delete associate and assistant deans directly. After logging in using the dean's ID, click Edit My Organization, then Individuals, then Add New or Make Inactive.

We welcome your continuing membership in CCAS, where *deans help deans to dean*.





## Keynote Speakers

*Continued from page 1*

in Iowa and California. He graduated from Pomona College and received a Ph.D. in English Literature from Princeton University.

Klinkenborg is the author of *Making Hay* (1986), *The Last Fine Time* (1991), *The Rural Life* (2003), and *Timothy: Or, Notes of an Abject Reptile* (2006). His work has appeared in many magazines, including *The New Yorker*, *Harper's*, *Esquire*, and *National Geographic*. He has taught literature and creative writing at Fordham University and Harvard University and is a visiting professor at Bard College and the visiting writer in residence at Pomona College. He is the recipient of a 2007 Guggenheim Fellowship and has been a member of the editorial board of the *New York Times* since 1997.

Mr. Klinkenborg lives in rural New York state.

## New Seminar: Personnel Management

*Continued from page 1*

Favorable group rates at the hotel have been extended through the weekend. A lunch, breakfast, and two networking receptions are included in the registration fee (\$400 for CCAS members).

The seminar will be held at the centrally located Hyatt Regency San Antonio, along the Riverwalk. Hotel information follows:

Room rates: \$189 single/double occupancy

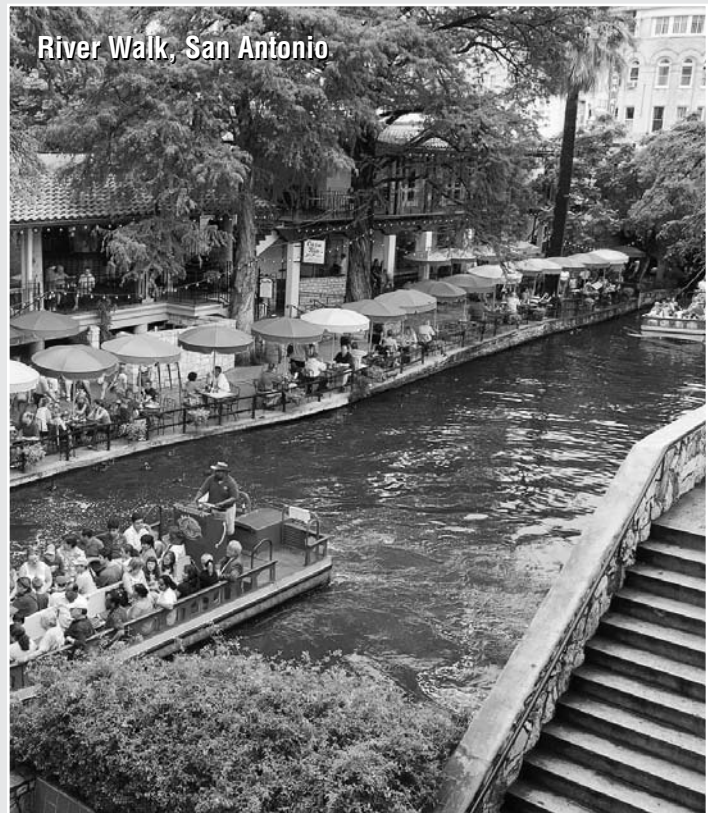
Hyatt Regency Central Reservations:  
800-233-1234

or Hyatt Regency San Antonio Direct:  
210-222-1234

Say that you are booking under the  
**CCAS group rate**

Cut-off date for special group rate: August 28

To register for this seminar, from [www.ccas.net](http://www.ccas.net) click "Meetings," then "Personnel Management Seminar." Choose Existing Customer (CCAS Members) or New Customer (for those at CCAS member institutions not currently in the database).



# FEATURING: **Danny R. Kelley**

## **Years as a dean:**

I'm finishing my fourth year as dean of arts and sciences at Prairie View A&M University (TX). I started here 30 years ago as a piano instructor and was chair of music and theatre for seven years prior to becoming dean.

## **What surprised you most about deaning:**

Not much – if you've been the chair of music and theatre, hardly anything can startle you! But if I had to choose something, it would be how many personnel issues a dean has to deal with.

## **What do you really like about this job?**

Being able to interact with so many different disciplines. Musicians always seem to be very restrictive about who we interact with! But in this position, I've had the chance to interact with so many professors with different interests, to read their articles and books and so forth. It opens up a plethora of experiences for me.

## **Why are you a member of CCAS?**

When I became dean, I asked the previous dean if there was an organization for deans. Although he wasn't a member of CCAS, he told me about it. After I attended the first annual meeting, I fell in love with the conference and other things that were going on. Being active in CCAS is a way for me to see how normal we are here at Prairie View!

## **What would you say is your most meaningful contribution as dean?**

Internally I've been able to go to the heart of the matter to help some of our students be successful. Sometimes they are held back by insignificant institutional requirements, and I've been able to help them out. I've gotten a lot of satisfaction from that. Being an HBCU, Prairie View still has a large number of students who are the first in their family to graduate from college. So if I've been able to help students, it's meaningful to me to see them realize their dreams and those of their parents and even their grandparents.

## **What people don't know about you:**

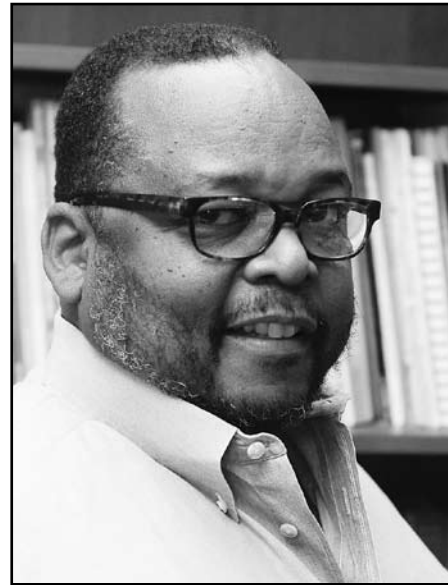
That I'm a concert pianist and earlier in my career played in many wonderful venues, such as the Kennedy Center for the Performing Arts in Washington, with the Houston Symphony, and several times in Germany. When my days as dean are over, I plan to go back to playing.

## **What are you currently reading?**

I find these days that I am going back to reread some things, like Maya Angelou's *I Know Why the Caged Bird Sings*, and biographies of musicians. I'm also reading a friend's new book, *The Calling* by Elizabeth Hanks (Key Publishing House, 2007).

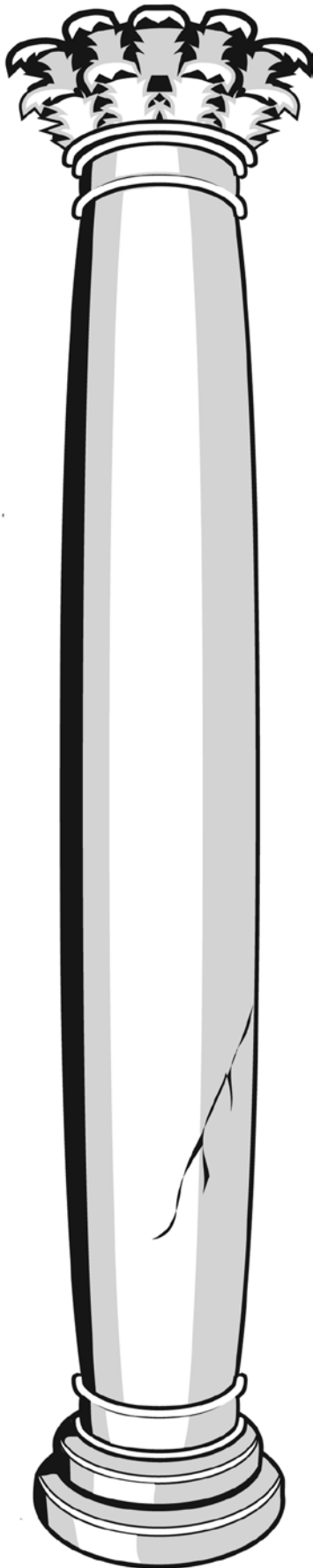
## **What do you do in your leisure time?**

Besides raising four children with my wife? One is a museum curator, another a dentist, one a jazz musician, and one will graduate from high school this month. I really enjoy cooking. I love watching the Food Channel. I play the piano at my church every Sunday and love gardening.



*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](mailto:ccas@wm.edu).*

# Changing of



**Susan Albertine**, dean of the School of Culture and Society at The College of New Jersey, to senior director for LEAP State Initiatives with the Association of American Colleges & Universities.

**Dierdre Badejo**, associate dean at Kent State University, to dean of the College of Letters, Arts, and Social Sciences at California State University, East Bay.

**Donald R. Bobbitt**, dean of the J. William Fulbright College of Arts and Sciences at University of Arkansas Fayetteville, to provost and vice president for academic affairs at University of Texas at Arlington.

**Bill Bosron**, interim dean of the College of Science at Indiana University, Purdue University Indianapolis, has returned to the faculty. **Bart Ng** has been named acting dean.

**Maureen Brandon**, interim dean of the College of Arts and Sciences at Idaho State University, to dean of the School of Natural and Behavioral Sciences, Fort Lewis College.

**Angela Durante**, dean of the College of Arts and Sciences at Lewis University, to provost at Saint Xavier University.

**David R. Evans**, dean of the Petree College of Arts & Sciences at Oklahoma City University, has been named VPAA and dean of faculty at Buena Vista University. Oklahoma City University. **Terry R. Conley**, associate dean at OCU, has been named the interim dean.

**Laura Foster Huenneke**, dean of the College of Engineering and Natural Sciences at Northern Arizona University, has been named its vice president of research. **Barry L. Lutz** is the interim dean.

**Valentine James**, dean of the College of Humanities and Social Sciences at Fayetteville State University has been appointed provost and vice president for academic affairs at Clarion University of Pennsylvania.

**Gary Kiger**, dean of the College of Humanities, Arts & Social Sciences at Utah State University is returning to a faculty position in sociology. **Yolanda Flores Niemann** of Washington State University is the incoming dean.

**Ronald A. Kleinknecht**, dean of the College of Humanities & Social Sciences at Western Washington University, has announced his retirement. **Brent Carbajal** has been named interim dean.

# *of the Guard*

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**Erich Lear**, dean of the College of Liberal Arts at Washington State University, will return to the faculty on August 16. **Paul Whitney**, associate dean of the College, has been named interim dean.

**Sarah C. Mangelsdorf**, dean of the College of Liberal Arts and Sciences at the University of Illinois at Urbana-Champaign is the new dean of the Weinberg College of Arts and Sciences at Northwestern University.

**William McKinney**, dean of the College of Humanities, Fine & Performing Arts at Slippery Rock University, to vice chancellor for academic affairs at Indiana University-Purdue University at Fort Wayne.

**Gary Myers**, formerly associate and interim dean at Mississippi State University's College of Arts and Sciences, has been named dean. He replaces **Phillip Oldham**, who is now provost and vice chancellor for academic affairs for the University of Tennessee at Chattanooga.

**Kent Neely**, dean of the College of Arts and Sciences at Southern Illinois University Edwardsville, to provost and vice president of academic affairs at Western Oregon University. **John Danley**, professor of philosophy, has been named interim dean.

**Norine Noonan**, dean of the School of Sciences & Mathematics at The College of Charleston, is now regional vice chancellor for academic affairs at the University of South Florida-St. Petersburg. **George Pothering** is interim dean.

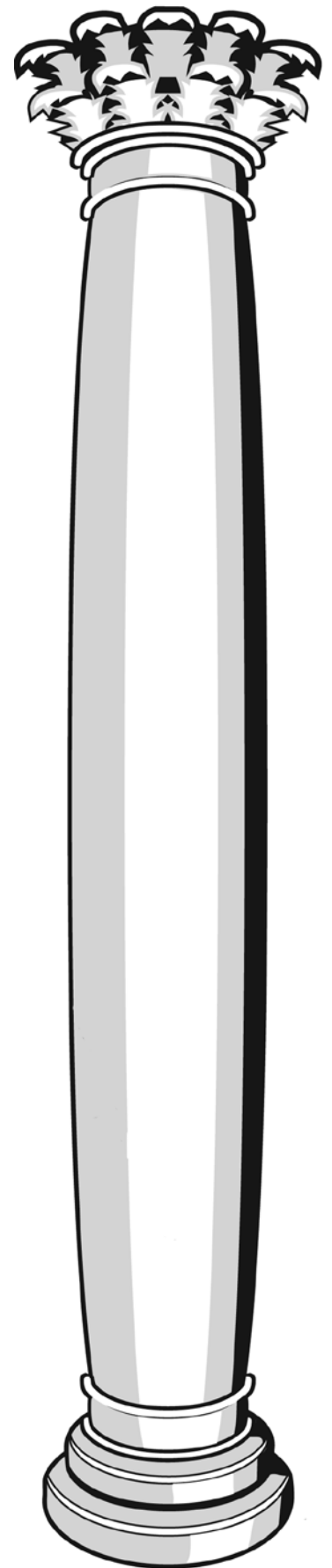
**Toby Parcel**, dean of the College of Humanities and Social Sciences at North Carolina State University, has decided to return to research and teaching. **Jeffery P. Braden** is the interim dean.

**James R. (Dick) Pratt**, dean of the School of Arts & Sciences at Clarkson University, has accepted the vice chancellor for academic affairs at Washington State University Tri-Cities.

**Kenneth Proctor**, dean of the College of Fine Arts at Montevallo University, to dean of the School of Liberal Arts & Sciences, Georgia College & State University.

**Neil V. Weber**, dean of the College of Science, Engineering & Technology at Murray State University, has retired. The new dean is **Stephen Cobb**, currently department chair of engineering at Murray State.

**Edelgard Wulfert**, acting dean of the College of Arts and Sciences at the University at Albany, State University of New York, to dean.



## Welcome New Staff Members

The Executive Office is pleased to announce two new staff members



**Dorothy C. Reyes, Executive Assistant**

Dorothy's experience as a front desk attendant for the Colonial Williamsburg Lodge and as an Internet sales assistant with Casey Toyota prepared her well for her customer-service role with CCAS. In addition, Dorothy has been an administrative assistant with York County (VA) Juvenile Services. A native of the Philippines, she received a Bachelor of Science in Psychology from College of San Juan De Letran in Manila.

**Jean Pokorny, Graphic Designer**

You may have noticed that CCAS publications have a new, improved look. In February, Jean Pokorny joined CCAS as part-time graphic designer. Jean has worked in graphic design for 17 years and still enjoys it. She began her career in New York City after receiving a BFA in Design from New York Institute of Technology. She moved to Virginia with her husband to raise their two girls and has managed to strike a balance between motherhood and work.



## Stretching Your Dues Dollars

*Continued from page 2*

sleeping rooms booked by our guests.

Our Experient contacts are located in **Columbus, Ohio**.

- When occasionally we need surveys or research conducted, we contract with SimpsonScarborough, which has offices in **DC and New York**.
- At the end of the fiscal year, a tax accountant in **Chesapeake, Virginia**, prepares our federal statement so as to provide independent review of our finances.

Outsourcing these various tasks means that we need not employ anyone full time as webmaster, bookkeeper, researcher, meeting planner, IT tech, and so forth. It's a bit lonely, but terribly efficient! And thanks to the marvel of modern high-speed networks, communicating with all these providers takes but a nanosecond.

And thank you for renewing your membership in CCAS!

Anne-Marie McCartan

Executive Director

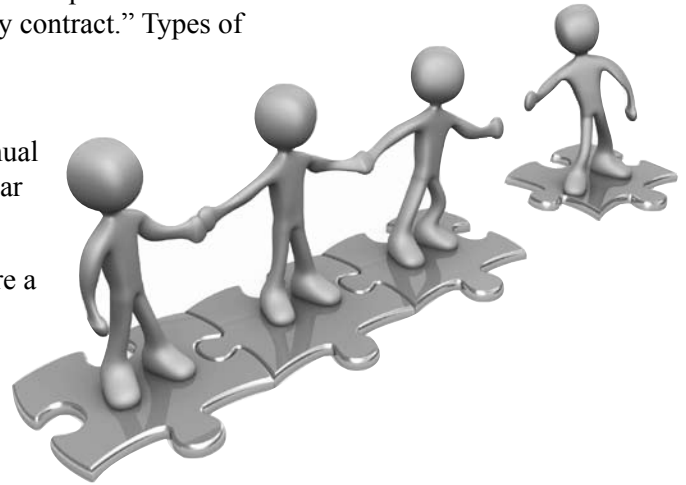
ccas@wm.edu



# Best Practices for Alternative Contracts

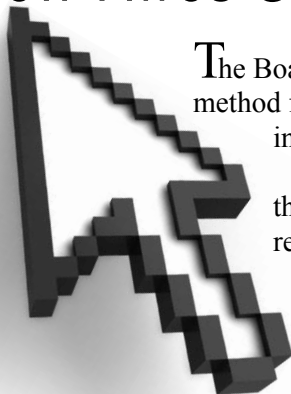
CCAS PLANS TO PUBLISH a series of “best practices primers” on topics of interest to A&S deans. The first topic is “alternative models to the standard faculty contract.” Types of alternative models might include

- *Part-time*: .75, .50, .33 tenurable positions
- *Summer Plus*: teaching during summers included as part of annual contract, with teaching reduced during the nine month academic year
- *Accelerated or Lengthened Time for Tenure*
- *Joint or Shared Tenurable Positions*: two faculty members share a tenured position of 1.0 or a 1.5 time
- *Teaching Plus*: administrative, clinical, or outreach duties combined with tenured faculty teaching positions. In some cases, the faculty member could only move out of other duties to 100 percent teaching, research, and service with administrative approval
- *Differential Load Allocation of Effort*: faculty members may choose either annually or for a specified period to allocate, with administrators’ approval, to devote their time and be evaluated on, for example, 50 percent teaching, 30 percent research, and 20 percent service or choose to teach more and adjust the percentages upon which they are evaluated



If you have adopted any of these practices, might you be willing to share this with other members? Please send descriptions and/or URL links to institutional policies or practices directly to Eric Godin [eegodi@wm.edu](mailto:eegodi@wm.edu).

## New Hires Survey



The Board of Directors, in response to member feedback, has initiated a new method for collecting data on new faculty hires. Previously, members entered data into an Excel spreadsheet, which often was tedious work.

The national marketing/research firm SimpsonScarborough has redesigned the survey instrument for the Web. As the data fields are the same, it will require no additional work for those completing the survey. This new approach allows members to save and return to their submission until such time as they are ready to submit it in final form.

We hope that this streamlined method will encourage some members to participate who previously have not done so. The survey will be sent out in mid June and will be open until mid September. The Board of Directors greatly appreciates your participation in this useful survey.

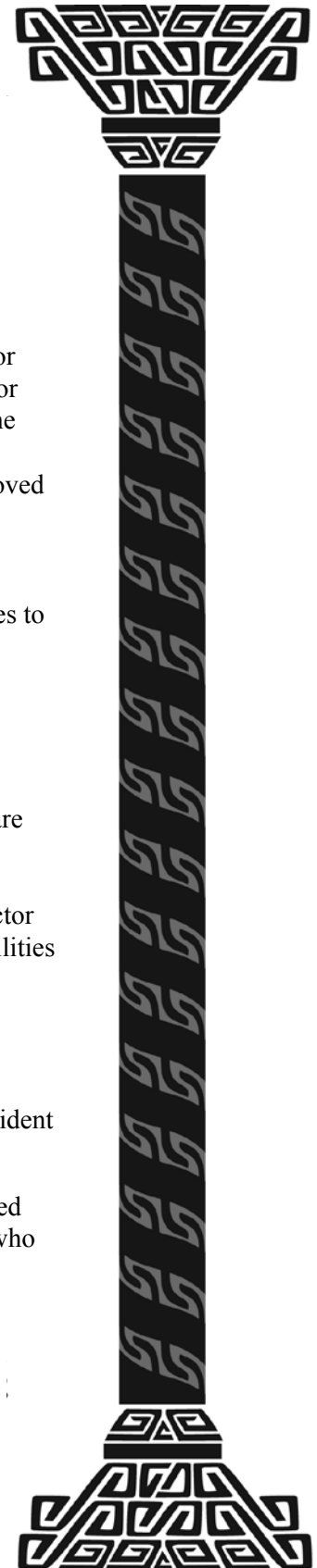
# Results of Proposed Changes to CCAS Constitution & Bylaws

This spring, the Board of Directors undertook a comprehensive review of its Constitution and Bylaws. By the required majority (two-thirds for the Constitutional changes; a simple majority for the changes to the Bylaws), the membership supported the proposed changes.

Along with editorial touch-ups, the membership approved the following:

- The past president is named as an officer of the Board
- Electronic voting can now be utilized to vote on changes to the Constitution and Bylaws
- The number of members elected to terms on the Board of Directors increases from nine to twelve
- The duties of Secretary-Treasurer are separated, with the Treasurer remaining the dean of the host institution, and the Executive Director assuming the Secretarial responsibilities
- An Executive Committee of the Board is established, comprised of the named officers
- The Executive Committee is charged with identifying individuals to stand for election to the positions of president and president-elect
- Membership in Standing Committees will now be named by the president on an annual basis, based upon those who volunteer to serve

Thank you to the many institutions who returned the postcard ballots. Your attention to the business of the organization is appreciated.



# Actions of the Board of Directors



At its April 12-13 meeting in Washington, D.C., the Board of Directors approved the following:

- Nominate Denise Battles as President for 2008-2009, as Susan Albertine will resign from the board after the Annual Meeting (see *Changing of the Guard*)
- Contract with SimpsonScarborough to redesign and administer the New Hires Survey in a web-based format
- Charge the same registration fees for the Annual Meeting as for the past two years. Add a networking breakfast on Friday of the Annual Meeting, at no extra charge to members
- Allow deans who signed up to serve on panels for the Annual Meeting but subsequently took employment as provosts/vice presidents to attend the meeting and remain on the program
- Establish a “Webinars for Busy Deans” series and schedule a three-part seminar on the law and higher education for 2008-2009
- Send to membership proposed changes to the CCAS Constitution and Bylaws, including adding three new term representatives to the Board
- Negotiate a reduced subscription rate to *Change Magazine* for CCAS members
- Host a reception for CCAS members at the 2009 AAC&U annual meeting in Seattle, January 23

## Associate Membership in ICFAD

Please be reminded that CCAS has entered into a Memorandum of Agreement with the International Council of Fine Arts Deans to offer Associate Membership to CCAS members for \$100/year. ICFAD holds an annual conference and maintains an active listserv focusing on issues important to those overseeing the fine arts.

For additional information on joining ICFAD, contact Elizabeth Cole, Executive Director, at (941)753-0080 or [colee@icfad.org](mailto:colee@icfad.org).



**Council of Colleges of Arts & Sciences**  
The College of William & Mary  
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[www.ccas.net](http://www.ccas.net)

## CCAS CALENDAR

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*July*

JULY 10-12

**Department Chairs' Seminar\***

Pittsburgh Hilton

JULY 13-16

**New Deans' Seminar**

Pittsburgh Hilton

*September*

SEPTEMBER 19-20

**Seminar Series: Personnel Management**

Hyatt Regency San Antonio

*October*

OCTOBER 9-11

**Department Chairs' Seminar**

Bahia Resort Hotel, San Diego

*November*

NOVEMBER 12-15

**CCAS Annual Meeting**

Portland Hilton & Executive Tower

NOVEMBER 12, 8:00 A.M. – 3:30 P.M.

*Conflict Management Workshop*

NOVEMBER 15, 1:00 P.M. - 5:00 P.M.

*Deans & Development*

NOVEMBER 15, 1:00 P.M. - 5:00 P.M.

*Stepping Up to the Deanship*

\* Registration closed