72nd Annual Meeting
January 20–23, 2016 ~ Washington, DC

Making Equity and Quality Work

ACAD’s Annual Meeting program will feature sessions that academic administrators will find useful, challenging, and enriching. ACAD sessions are known for their emphasis on practice and the use of interactive methods of presentation and are open to all meeting attendees.

5th Annual Deans’ Institute
(additional fee/includes lunch, Constitution Level 3B—Constitution AB)

Wednesday, January 20, 8:45 a.m.—4:30 p.m.

The goals of the day-long institute are to: Advance the leadership abilities of deans and academic administrators; Share valuable information about the current state of the deanship; Provide updates on important developments in the world of higher education; and Create networking opportunities.

PLenary Speakers: Marjorie Hass, President, Austin College and Chamlee-Wright, Provost and Dean of the College, Washington College.

Roundtable Discussion Facilitators: Thomas Meyer, Vice President Academic Services and Student Development, Lehigh Carbon Community College; Jonathan Green, Provost and Dean of the Faculty, Illinois Wesleyan University; Linda Eisenmann, Provost, Wheaton College; Marc Roy, Provost, Albion College; Cynthia Jackson-Elmoore, Dean and Professor, Honors College, Michigan State University; Sheila Amin Gutiérrez de Piñeres, Vice President for Academic Affairs and Dean of the Faculty, Huntington University; K. Wanous, Vice President for Academic Affairs and Dean of the Faculty, Austin College; Karen Erickson, Daniel Hewett, Executive Director, Research & Partnered Science and Engineering Technology, Acting Dean Humanities, Washtenaw Community College; Kristin Good, Dean, Math Sciences, University of La Verne; Michael K. Wanous, Vice President for Academic Affairs and Dean of the Faculty, Huntington University; Lilia C. Harvey, Associate Vice President for Academic Affairs and Associate Dean of the College, Agnes Scott College; Laura L. Behling, Vice President for Academic Affairs and Dean of the College, Knox College; Sam L. Grogg, Dean of the College of Arts and Sciences, Adelphi University; Frank A. Boyd Jr., Associate Provost, Illinois Wesleyan University; Kerry Pannell, Vice President for Academic Affairs & Dean of the College, Agnes Scott College; Jonathan Levin, Provost, University of Mary Washington; Ross Peterson-Youch, Interim Vice President for Academic Affairs and Academic Dean, Goshen College; Lawrence T. Potter, Dean, College of Arts and Sciences, University of La Verne; Kristin Good, Dean, Math Science and Engineering Technology, Acting Dean Humanities, Social and Behavioral Science, Washtenaw Community College; Marci Sortor, Provost and Dean of the College, St. Olaf College; Daniel Hewett, Executive Director, Research & Partnered Programs, Rhode Island School of Design; Karen Erickson, Dean, School of Arts and Sciences, Southern New Hampshire University.

A full Institute program can be found by visiting the ACAD website at www.acad.org.

ACAD Pre-Conference Workshops (additional fee)

Wednesday, January 20 2:00–5:00 p.m.

Converting Constraints to Capital: Recruiting and Retaining a Diverse Faculty (Declaration Level 1B—Penn Quarter A)

This workshop offers strategies to move the needle on faculty diversity. Many institutions have made access and inclusion a guiding principle in their recruitment and retention of faculty. Some institutions have found success in diversifying their faculty by increasing resources. The rest of our institutions have the same aspirations, but face seemingly insurmountable constraints such as location, resources, reputation, and institutional history.

Participants in this workshop will also be invited to complete a brief SOAR (Strengths, Opportunities, Aspirations and Realities) questionnaire. The SOAR analysis will focus on the capacities and hidden assets of their home institutions. Participants will use the SOAR results to turn their constraints into capital and take the first steps toward an institutional-specific strategy for diversifying the professoriate.

This workshop is intended for anyone interested in building institutional diversity, Chief Academic Officers, Associate Deans, Chief Diversity Officers, and those who work with human resources or belong to institutions in a strategic planning process.

Paula O’Loughlin, Associate Provost and Dean of Arts and Humanities, Gustavus Adolphus College; Pareaena Lawrence, Provost, Augustana College; Bruce King, Special Assistant to the President for Institutional Diversity, Saint Olaf College; Rickey Hall, Vice Chancellor for Diversity and Inclusion, University of Tennessee; Christopher Lee, Associate Vice Chancellor for Human Resource Services, Virginia Community College System.

Q.E.D.: Incorporating Quality, Equity, and Diversity in Student Success Initiatives (Constitution Level 3B–Cabin John/Arlington)

The literature on high impact practices clearly indicates that they contribute meaningfully to student success, yet we are often challenged to scale initiatives across colleges while at the same time customizing them to meet the unique needs of underrepresented, first-generation students. This session will focus on helping academic leaders build a toolkit for designing HIPs for the new majority students.

In this workshop, we will share our own successes and challenges as examples as we lead participants through a planning process for how deans and provosts can lead student success initiatives. Exercises will include creating an inventory of current practices and resources and discussion of best practices; engaging internal and external communities; creating student support structures and providing faculty and staff development; setting goals and assessing the effectiveness of HIPs, with particular attention to diverse student communities.

Bonnie D. Irwin, Provost and Vice President for Academic Affairs and Kris Roney Hamos, Assistant Vice President for Academic Programs and Dean of Graduate and Undergraduate Studies, both of California State University–Monterey Bay; Robert “Bud” Fischer, Dean, College of Basic and Applied Sciences, Middle Tennessee State University; Patricia Poulter, Dean, College of the Arts, Kennesaw State University.
Thursday, January 21

10:30–11:45 a.m.

Diversity—Not Just for Diversity Officers: How Academic Leaders can be Mindful and Intentional in Their Daily Work (Constitution Level 3B–Constitution CDE)

Come join an interactive panel where leadership from four different institutions will share experiences advancing diversity work, in both subtle and overt ways, which impact the experiences of various constituencies on their campus. Topics include mentoring faculty from across academic areas, review and analysis of historical data and using student input as means to achieve an institutional goal.

Mark B. Schneider, Professor of Physics and Heather Lobban-Viravong, Associate Dean of the College, both of Grinnell College; Brenda Bretz, Senior Associate Provost for Academic Affairs, Dickinson College; Michelle Thomas, Associate Dean, Miami Dade College-InterAmerican Campus; Kristin Good, Dean Math, Science and Engineering Technology, Acting Dean Humanities, Social and Behavioral Science, Kimberly Hurns, Dean Business and Computer Technologies and Brandon Tucker, Dean Advanced Technology and Public Service Careers, all of Washtenaw Community College

1:30–2:30 p.m.

Preparing Students for the World of Work: Program Planning and the Liberal Arts (Constitution Level 3B–Constitution CDE)

This session will provide attendees with information and resources to help them choose what programs may appeal to student interests, meet employer needs, and prepare students for well-paying jobs and careers. It will then focus on the design of quality programs that connect the liberal arts with the development of employment abilities. We will present several models for how this might be done, invite discussion, and suggest criteria for strategic plans for future programs.

David Burrows, Provost and Dean of Faculty, Lawrence University and Jon Dalager, System Director for Academic Programs, Minnesota State Colleges and Universities

2:45–4:00 p.m.

From Access to Inclusion: Approaches to Building Institutional Capacities for Inclusive Pedagogy (Constitution Level 3B–Constitution CDE)

How can academic leaders help to create inclusive learning environments on our campuses? This interactive session leads from theory to practice, showing how Gordon Allport’s Contact Hypothesis results in a framework for creating productive intergroup interactions, demonstrating how the Poll Everywhere app facilitates difficult conversations, and recreating a case study faculty workshop aimed at assembling a “Toolkit for Inclusive Pedagogy.”

Jonathan Chenette, Dean of the Faculty and Professor of Music, Vassar College; Abu Rizvi, Provost and Professor of Economics, Lafayette College; Chad Berry, Academic Vice President and Dean of the Faculty, Goode Professor of Appalachian Studies and Professor of History, Berea College

Friday, January 22

7:00–8:30 a.m.

ACAD Members Breakfast and Business Meeting (additional fee, Constitution Level 3B–Constitution CDE)

8:45–10:00 a.m.

Keeping Academic Risks in Balance: The Dean’s Role (Constitution Level 3B–Constitution CDE)

The obstacles to change in the academy lie not only in the formal Should academic affairs embrace risk management? At some colleges, deans and faculty leaders take an active, collaborative role in addressing the top risks to their institution. Their experience suggests that when such responsibilities are relegated to the business office or security department, colleges may miss a chance to bring an academic perspective to the challenge of balancing institutional risks.

Paula Vene Smith, Professor of English and Former Dean, Grinnell College; David Brailow, Vice President for Academic Affairs, Franklin College; Jack Ryan, Vice Provost and Dean of Arts and Humanities, Gettysburg College; Michael Siddoway, Associate Dean of the Faculty, Colorado College

10:30–11:45 a.m.

Strengthening the Core—Developing Mid-Level Leaders Who Can Implement Change (Constitution Level 3B–Constitution CDE)

Institutions benefit from developing middle-level leaders who can manage institutional initiatives in alignment with institutional vision. Participants will identify and discuss strategies to develop mid-level leaders by (a) cultivating institutional vision, (b) developing peripheral vision, (c) aligning inter-departmental practices, and (d) empowering middle managers. This interactive session is intended for deans and other academic leaders working on institutional initiatives.

Kathleen E. Harring, Dean of Institutional Assessment and Academic Planning, Muhlenberg College; James M. Sloat, Associate Provost and Associate Dean of Faculty, Colby College; John E. Zimmerman, Vice President for Academic Affairs and Dean of the Faculty, Washington & Jefferson College
### Doing Things Differently: Expanding a Liberal Education to All Students  
*(Constitution Level 3B–Constitution CDE)*

The presenters represent two new institutions, one a new community college and the other a baccalaureate institution grounded in civic engagement. The two campuses have been intentional in grounding themselves in best practices and a culture of assessment and improvement. The presenters will share concepts from *Full Participation: Building the Architecture for Diversity and Public Engagement in Higher Education* by Susan Sturm, Tim Eatman, John Saltmarsh and Adam Bush, as they describe their approaches to a liberal education for low income first generation students—grounded in a commitment to educational equity and singular foci on student learning.

Scott E. Evenbeck, President, Stella and Charles Guttman Community College; Adam Bush, Provost, College Unbound

### Assistant/Associate Deans—Translating Ideals Into Practices That Work  
*(Constitution Level 3B–Constitution CDE)*

Associate deans often operate “in-between” faculty and deans in the challenging work of translating institutional ideals into durable policies and practices that will “work.” This interactive session offers case studies on associate dean rotation, institutional partnerships, consensus-based decision making, and informational transparency. This is a networking and development opportunity for new and veteran assistant/associate deans.

James M. Sloat, Associate Provost and Associate Dean of Faculty, Colby College; Jeffrey Cole, Associate Dean of the Faculty, Connecticut College; Marcia France, Associate Dean of the College, Washington and Lee University; Kathryn Low, Associate Dean of the Faculty, Bates College

### High-Impact Practices: Helping Students and Faculty Members Manage Time and Navigate Opportunities  
*(Constitution Level 3B–Constitution CDE)*

Sustaining High Impact Practices (HIPs) and making them accessible requires support for students and faculty members as they manage their time and navigate opportunities. This interactive session includes discussion of case studies exploring challenges related to maintaining the quality of and participation in HIPs. Experiences supporting faculty development and student advising will be shared from two and four year institutions.

Rebecca Kohn, Associate Dean of the College, Ursinus College; David DiMattio, Dean of Science, Technology, Engineering and Mathematics and Michele Cuomo, Dean of Arts and Humanities, both of Montgomery County Community College

### ACAD & Phi Beta Kappa Reception—open to all  
*(Declaration Level 1B–Declaration A)*

Saturday, January 23

9:15–10:15 A.M.

**Equity and Inclusive Excellence: Academic Leaders Advancing Work-Life-Family Culture  
*(Constitution Level 3B–Wilson/Roosevelt)*

Work-life conflict and stress is an increasing concern for faculty; thus, creating a work-life-family culture has become essential for supporting equity and excellence in the twenty-first century academic workforce. In this session, we will invite academic leaders to consider practices for advancing a work-life-family culture and develop strategies for their own institutions.

Laura Bryan, Vice President for Academic Affairs and Dean, Transylvania University; Cheryl Wilson, Chair of the Klein Family School of Communications Design and Associate Professor of English Literature, University of Baltimore
CATCHING THE WAVE
ENERGY AND RENEWAL IN LIBERAL ARTS EDUCATION
A Conference on Academic Leadership

SAVE THE DATE — JUNE 23–25, 2016 — MILWAUKEE, WI

Save the date for the sixth joint conference of the American Conference of Academic Deans and the Phi Beta Kappa Society. This conference is designed so participants can reconnect with the motivations that drew them into their work in the professoriate or academic administration and, in so doing, find new energy to advance liberal arts education into the future. In short, our goal is to create a positive narrative about where we are and how we got here and about the future and how we will get there, individually and collectively.

FEATURED PLENARY SPEAKERS
William “Bro” Adams, Chairman, National Endowment for the Humanities
Georgia Nugent, President Emerita, Kenyon College
Earl Lewis, President, Andrew W. Mellon Foundation

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