



Women in Education Administration:

Hitting a Stride

October 18-20, 1987

Nebraska Center for Continuing Education
33rd and Holdrege Streets
Lincoln, Nebraska

A conference on current issues relating to
women in education administration

Presented by the Department of Education Administration
University of Nebraska-Lincoln

Co-sponsored by: University of Nebraska-Lincoln, Affirmative Action Office, Campus Activities and Programs, Chancellor's Commission on the Status of Women, Chancellor's Office, Division of University Housing, Teachers College Dean's Office • Nebraska Department of Education, Division of Vocational Education • Nebraska Association for the Advancement of Women in Educational Leadership • Lincoln Public Schools • Phi Delta Kappa • State Education Policy Seminars

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The Women in Education Administration Conference was developed as a result of a survey which was conducted in December 1986, among women administrators in K-12 and higher education. The survey results indicated that women administrators feel a need for further training in the administrative areas of evaluation and appraisal of personnel, managing conflict and motivating personnel. This conference provides an opportunity for you to gain information and knowledge in these areas. In addition, it offers opportunities to:

- Become part of an important regional conference on the topic of women in education administration
- Meet women and men who hold influential positions in education administration
- Learn about issues critical to successful education administration
- Develop skills identified by successful women education administrators
- Discover how to market your skills more effectively
- Learn what other women have accomplished in education administration
- Talk with individuals who experience similar career challenges
- Measure your personal accomplishments in the field
- Learn how to establish contacts and attain greater visibility in a broad geographical area
- Participate in concurrent presentations by practitioners in the field of education administration
- Develop strategies for reaching your potential
- Hear authorities in education administration discuss timely topics
- Increase your administrative effectiveness
- Learn about the progress which has been made and can be made in the field of education administration
- Develop realistic career expectations
- Increase your awareness of opportunities in education administration
- Develop skills to prepare you for your next position in administration

General Session Speakers

DR. ANNE FLOWERS is the Assistant Vice Chancellor for Academic Affairs, Board of Regents of the University System of Georgia. She received an Ed.D. in Educational Administration and Supervision from Duke University in Durham, North Carolina.

Dr. Flowers' public school experience includes K-12 teaching and administration. Dr. Flowers has held faculty positions at the University of Georgia, Georgia Southern College, Duke University, Virginia Commonwealth University and Columbia College. Her administrative positions include: Dean of the School of Education, Georgia Southern College; Chair of the Department of Education and Assistant Provost for Educational Program Development; and Assistant Provost and Associate Dean of Trinity College of Arts and Sciences at Duke University.

Dr. Flowers is the author or co-author of three books and over fifty articles, chapters and papers. Her academic research interests include Higher Education and Law. She holds professional memberships in the American Educational Research Association, the National Organization on Legal Problems in Education, the American Association of Higher Education, the Association for the Study of Higher Education and Phi Delta Kappa.

DR. SUZANNE S. BROWN received the Ph.D. in Education from the University of Nebraska-Lincoln and is currently the Assistant Vice Chancellor for Academic Affairs for the Pennsylvania State System of Higher Education which consists of fourteen regional comprehensive universities. During the past year, Dr. Brown has played a major role in planning the Pennsylvania Academy for the Profession of Teaching--a State System initiative designed to address the calls for reform in teacher preparation, in the professional development and status of teachers and in the quality of teaching at the collegiate level.

Dr. Brown has served as Assistant to the Vice Chancellor for Student Affairs at the University of Nebraska-Lincoln and as Assistant Director and Head of the Program Department at the Nebraska Union. She has also been a member of the English Department faculty at the University of Arizona.

Dr. Brown has written extensively in the area of student personnel administration and has been a member of the Board of Directors and Editorial Board of the NASPA Journal. She also served as Chair of the National Task Force on Women in Student Affairs and NASPA liaison to the ACE Office on Women in Higher Education, Regional Executive Committee.

DR. JUNE E. GABLER is Superintendent of the Fort Dodge Community School District in Fort Dodge, Iowa. She received an Ed.D. from Wayne State University in Detroit, Michigan and has done post doctoral work at Toledo University, Bowling Green State University and Iowa State University.

Dr. Gabler is the first woman to be elected President of the American Association of School Administrators. She has been a member and vice-chair of the Policy Committee for the National Assessment of Education Progress and has served on the Evaluation Committee for the Northwest Regional Labs. Dr. Gabler has been a member of Suburban School Superintendents since 1980.

Dr. Gabler has been a visiting professor at Eastern Michigan University, Michigan University, Bowling Green State University and Northern Michigan University. She is listed in the World of Who's Who of Women and Who's Who in American Education.

ALICE FRAMPTON DITTMAN, a graduate of the University of Nebraska-Lincoln Business College, received a master's from Radcliffe College. She is a graduate of numerous banking institutes and has worked in banking throughout her professional career in Kansas and Nebraska. Mrs. Dittman is the President of the Cornhusker Bank in Lincoln and President-Elect of the Lincoln Chamber of Commerce. Her contributions to philanthropic, community, political and church-related activities are extensive.

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Sunday

October 18, 6:00 p.m. to 8:00 p.m.

6:00-8:00 Registration

6:30-8:00 Wine and Cheese Reception

Monday

October 19, 8:00 a.m. to 7:30 p.m.

8:00-8:50 Registration, Rolls and Coffee

8:50-10:00 GENERAL SESSION

Presiding: Dr. Marilyn Grady

Welcome: Dr. Martin A. Massengale, Chancellor, University of Nebraska-Lincoln

Introduction of Speaker: Dr. Robert Stalcup, Chair, Department of Education Administration, UNL

Speaker: Dr. Anne Flowers

Topic: **Promises . . . Realities . . . WHAT IT TAKES**

10:00-11:00 CONCURRENT SESSIONS

Evaluating and Appraising Personnel, Dr. Fred Wendel and Dr. Miles Bryant

Gender Differences in the Same Environment, Dr. Lyn Jakobsen (repeated)

How Professionals Help Other Professionals, Dr. Larry Dlugosh

Internal and External Barriers to Women Moving into Administration,
Dr. Gretchen Wilbur

Leadership Skills, Dr. Margaret Corkle

The Title IX Advantage in Motivation, Martha Novak

11:15-12:15 CONCURRENT SESSIONS

Centering a Lopsided Egg or The Art of Balancing Communication,
Dr. Nancy Becker

Conflict Resolution, Dr. Ward Sybouts

Ethical Decision Making, Dr. Sara Boatman (repeated)

On the Other Side of a Job, Dr. Anne Campbell

Personal/Professional Dilemma, Dr. Karen Craig (repeated)

Women Don't Like Women, Joyce Christensen

12:30-2:00 LUNCHEON

General Announcements: Dr. Marilyn Grady

Introductions: Dr. Lyn Jakobsen

Speaker: Dr. Suzanne S. Brown

Topic: **Leadership Salon-Style**

2:00-3:00 CONCURRENT SESSIONS

Administration Versus Leadership, Dr. Margaret Fitch

Break-Through Strategies in Public Relations, Viann Schroeder

How to Build Teams, Bonnie Spomer

Managing Conflict, Kathleen McPherson

Supporting Relationships, Creda Thompson

Working with Constituents, Jayne Wade Anderson

- 3:00-3:30 Refreshment break
- 3:30-4:30 CONCURRENT SESSIONS
- Career Orientation--Changes and Diversities Over Your Career Life Cycle**, Dr. Deanna Eversoll
- Changing Adults**, Ann Irvine
- Graduate School as a Stepping Stone for Advancement**, Carol Lotven, Peg Johnson and Vicki Bohling-Philippi
- "March or Die"--Motivating Personnel to Accept Change *Positively***, Mary Dahl
- The Demographics of Women in Administrative Roles**, Dr. Marilyn Grady and Dr. Jeanette Murphy
- Where is the Captain?**, Dr. Gayle Hurlbert
- 4:45-5:45 Social Hour
- 6:00 DINNER
- General Announcements: Carol Lotven
- Introductions: John Prash, Lecturer and Advisor, Department of Education Administration, UNL
- Speaker: Dr. June E. Gabler

Tuesday

October 20, 9:00 a.m. to 12:30 p.m.

- 9:00-10:00 GENERAL SESSION
- Presiding: Dr. Marilyn Grady
- Introductions: Jayne Wade Anderson
- Speaker: Alice Frampton Dittman
- 10:00-10:15 Refreshment Break
- 10:15-11:15 CONCURRENT SESSIONS
- A Non-Linear Approach to Upward Mobility**, Dr. Wilma Crumley
- Conflict, Confrontation, Confidence**, Dr. Betty Dillon-Peterson
- Developing a Career Road Map**, Dr. Marge Harouff
- Gender Differences in the Same Environment**, Dr. Lyn Jakobsen (repeat)
- Personal/Professional Dilemma**, Dr. Karen Craig (repeat)
- 11:30-12:30 CONCURRENT SESSIONS
- Ethical Decision Making**, Dr. Sara Boatman (repeat)
- Feminine Leadership**, June Remington
- Legal Issues Related to Women as a Protected Class**, Dr. Donald Uerling
- Maintaining Momentum Through Motivation**, Patricia Beckenhauer
- Paths to Academic Administration**, Dr. Betty Becker-Theye
- Turning Adversity into Opportunity**, Dr. Margaret Nellis and Janet Crawford