

Women in
Educational
Administration



*Aspirations
and Initiatives*

The second annual conference on current issues
relating to women in educational administration

October 16–17, 1988

Presented by

Teachers College
University of Nebraska–Lincoln



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

Women in Educational Administration

Aspirations and Initiatives

Conference Program

Sunday, October 16, 1988

- 5:30-6:30 p.m. Registration
- 6:30-7:30 p.m. **General Announcements and Introduction of Speaker:** Dr. Marilyn Grady
Opening Address: Dr. Sherry Lahr, Superintendent, Grandview Heights School District, Ohio
- 7:30-9:00 p.m. Wine and Cheese Reception

Monday, October 17, 1988

- 8:00-8:50 a.m. Registration, Rolls and Coffee
- 9:00-10:30 a.m. **Presiding:** Dr. Marilyn Grady
Welcome: Dr. Martin A. Massengale, Chancellor, University of Nebraska-Lincoln
Introduction of Speaker: Dr. Ron Joekel, Interim Chair, Department of Educational Administration, UNL
Keynote Address: Dr. Rosie Doughty, Superintendent, East Cleveland City School District, Ohio
- 10:30-12:00 Concurrent Sessions—Select from the following:
From Education to the Corporate World and Back: Is the Grass Really Greener?—William Larkin
Ethical Decision-Making—Kathy Shellogg
Strategies for Advancement—Dr. Marilyn Grady
Sharing the Power (K-12)—Dr. Phil Schoo and Dr. Marilyn Moore
Moving to Collaboration—Dr. Gretchen Wilbur
Affirmative Action for the 80's—Peggy Weeks
Maximizing Time by Sharing—Dr. Dolores Simpson-Kirkland and Carol Lotven
Wellness as an Organizational Responsibility—Vicki Highstreet
Subtle Signals—Dr. Jane Conoley and Marcee Metzger
- 12:00-1:30 p.m. Lunch
General Announcements: Dr. Marilyn Grady
Introduction of Speaker: Dr. James V. Griesen, Vice Chancellor for Student Affairs, UNL
Luncheon Speaker: Dr. Judith Ramaley, Executive Vice Chancellor, University of Kansas
- 1:30-3:00 p.m. Concurrent Sessions—Select from the following:
From Education to the Corporate World and Back: Is the Grass Really Greener?—William Larkin
Challenges for New Administrators: Panel Discussion—Moderator: Vicki Bohling-Philippi
Ethical Decision-Making—Kathy Shellogg
Moving to Collaboration—Dr. Gretchen Wilbur
Affirmative Action for the 80's—Peggy Weeks
Maximizing Time by Sharing—Dr. Dolores Simpson-Kirkland and Carol Lotven
Wellness as an Organizational Responsibility—Vicki Highstreet
Subtle Signals—Dr. Jane Conoley and Marcee Metzger
Sharing the Power (Higher Education)—Dr. Ellen Baird and Dr. Robert Furgason
- 3:00-4:30 p.m. **General Announcements:** Dr. Marilyn Grady
Introduction of Speaker: Dr. James O'Hanlon, Dean, Teachers College, UNL
Closing Address: Dr. Joan Wadlow, Provost, University of Oklahoma
- 4:30-5:30 p.m. Reception

General Session Speakers



Dr. Sherry A. Lahr, the president of the Buckeye Association of School Administrators, has been Superintendent of the Grandview Heights School District since 1982. Dr. Lahr is also an adjunct professor of educational administration at The Ohio State University.

In the past, Dr. Lahr has held positions as Superintendent of Schools at Buckeye Central Local School District, Assistant Superintendent for the Crawford City Schools, and as a first grade teacher. Dr. Lahr is currently a member of the Governor of Ohio's Education 2000 Commission and is past president of The Ohio State University Sigma Chapter of Phi Delta Kappa. She received her doctoral degree from the University of Tennessee.



Dr. Rosie N. Doughty is Superintendent of the East Cleveland City School District in Cleveland, Ohio. Dr. Doughty received her Ph.D. from The Ohio State University. She has served as Superintendent of Schools in University City, Missouri, Assistant Superintendent of the Toledo Public Schools, and has held a variety of other administrative positions in education.

Dr. Doughty has served on the National Advisory Panel for the Reauthorization of Chapter 1; the National Advisory Committee, Black Women's Educational Policy and Research Network for the Wellesley College Center for Research on Women; and the Syracuse University Symposium on Women. Her professional affiliations include the National Alliance of Black School Educators, American Association of School Administrators, and the Horace Mann League. Dr. Doughty has been a fellow at the Institute for Educational Leadership, a fellow for the Institute for Development of Educational Activities in Atlanta, and a fellow for the American Association of School Administrators/Ford Foundation to train 75 women for the superintendency. In 1984 Dr. Doughty was honored as an outstanding black female superintendent by the Congressional Black Caucus Foundation in Washington, D.C. She was also featured as a superwoman of public education in the July, 1983, issue of *Ebony* magazine.



Dr. Judith A. Ramaley is Executive Vice President and Professor of Physiology and Cell Biology at the University of Kansas. Dr. Ramaley received her Ph.D. in anatomy from the University of California-Los Angeles and served as a postdoctoral fellow at Indiana University. As a neuroendocrinologist, she has authored or coauthored more than 65 articles on fertility, the onset of puberty, and the development of biological rhythms.

Dr. Ramaley was an American Council on Education fellow at the University of Nebraska Medical Center. She has served as Assistant Vice President for Academic Affairs at the University of Nebraska-Lincoln, as the Executive Vice President for Academic Affairs and acting president at the State University of New York at Albany, and as the Associate Dean for Research and Development at the University of Nebraska Medical Center.



Dr. Joan K. Wadlow is the Provost of the University of Oklahoma, Norman campus. She holds a Ph.D. in political science from the University of Nebraska-Lincoln and a Certificate in International Relations from the Graduate Institute of International Affairs in Geneva, Switzerland. She also attended the Sorbonne University in Paris and was a Rotary Fellow in Switzerland.

Prior to her position at the University of Oklahoma, Dr. Wadlow served as Vice President for Academic Affairs and Dean of the College of Arts and Sciences at the University of Wyoming, and Associate Dean of the College of Arts and Sciences, Director of the University Studies Program, Acting Director of the Institute for International Affairs, and Vice Chair of the Department of Political Science at the University of Nebraska-Lincoln.

Dr. Wadlow is coeditor of *International Studies Notes* and an Executive Commissioner of the North Central Association. Dr. Wadlow has been active in promoting women in higher education leadership, serving as State Coordinator for the American Council on Education's National Identification Program for the Advancement of Women in Higher Education Administration and as a lecturer for the 1988 Summer Institute for Women in Higher Education Administration sponsored by HERS and Bryn Mawr College.

Concurrent Sessions

Program Description

Moving to Collaboration

Moving from conflict to a collegial relationship is the theme of this presentation. Methods for collaboration between women and men in the workplace will be presented and shared decision-making will be discussed. The differences between men's and women's concepts of teaming will be described, as will strategies for team building.

Dr. Gretchen Wilbur is Director of Sex Equity Services at the Mid-Continent Regional Education Lab in Kansas City, Missouri.

Wellness as an Organizational Responsibility

The stress level of administrators has an impact on organizations. This presentation will focus on the ways women and men deal with stress in relation to how organizations function. Organizational decision-makers will be given information about how to get assistance for employees who need it and how to change organizations so that fewer problems occur.

Ms. Vicki Highstreet is Wellness Coordinator for the Office of Campus Recreation at the University of Nebraska-Lincoln.

Maximizing Time by Sharing

Delegation, teaming, and learning how to distribute the workload will be presented in this session. Deciding what to do and what not to do will also be discussed.

Dr. Dolores Simpson-Kirkland is Administrative Assistant for Student Services in the Lincoln Public Schools. Ms. Carol Lotven is the Director of the Academic Success Center at the University of Nebraska-Lincoln.

Affirmative Action for the 80's

This session will enable participants to establish and/or broaden their knowledge of the laws pertaining to affirmative action and equity issues. A philosophical study of affirmative action will be discussed: what forms its base, why it irritates some, and simulations will be presented.

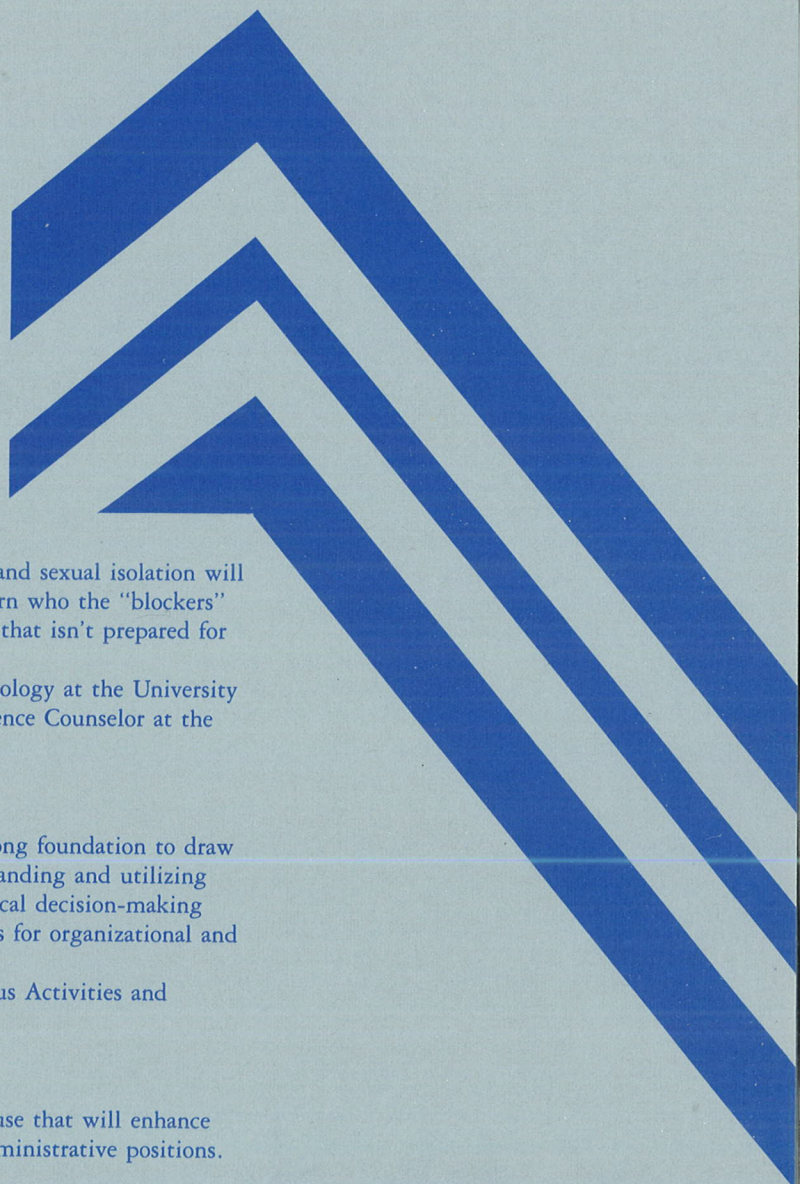
Peggy Weeks works in the State Department of Education as Director of the Nebraska Sex Equity Project.

From Education to the Corporate World and Back: Is the Grass Really Greener?

Educators and educational administrators possess many skills applicable to the corporate sector, and some of our best professionals have been lured from education by opportunities in the corporate world. This presentation will discuss the realities of life in the corporate world for education professionals and will offer a set of guidelines and questions to be considered if one is contemplating leaving the field of education.

Mr. William Larkin is the Dean of Students at Widener University in Chester, Pennsylvania. He is Vice President-Elect for Region II of the National Association of Student Personnel Administrators and serves as a member of the National Board of Directors of that association. He is also actively involved in the American College Personnel Association.





Subtle Signals

Discrimination, sexual harassment, put-downs, demeaning power, and sexual isolation will be discussed as the "control issues" that they are. How can you learn who the "blockers" are in your organization? How do you cope and thrive in a culture that isn't prepared for women as leaders?

Dr. Jane Conoley is an Associate Professor of Educational Psychology at the University of Nebraska-Lincoln. Ms. Marcee Metzger is an Interpersonal Violence Counselor at the University of Nebraska-Lincoln.

Ethical Decision-Making

Effective ethical decision-making requires the development of a strong foundation to draw on when faced with a dilemma. The foundation is built by understanding and utilizing the theories and models of ethics. This session will describe an ethical decision-making model, discuss gender differences, the impact of our tolerance levels for organizational and personal conflict, and apply the model to actual ethical dilemmas.

Ms. Kathy Shellogg is the Activities Coordinator for the Campus Activities and Programs Office at the University of Nebraska-Lincoln.

Strategies for Advancement

The purpose of this session is to suggest strategies individuals can use that will enhance their marketability and improve their opportunities for reaching administrative positions. The basis for the presentation is the research related to this issue.

Dr. Marilyn Grady is an Assistant Professor of Educational Administration at the University of Nebraska-Lincoln.

Challenges for New Administrators

A panel of new administrators in K-12 and postsecondary institutions will discuss the challenges they have faced in their new positions. Specifically, the job search, interviewing process, and beginning the new job will be discussed in this session. Strategies that have been helpful in the new roles will also be presented.

Ms. Vicki Bohling-Philippi is Director for Leadership Development and Student Activities at Doane College in Crete, Nebraska.

Sharing the Power (two sessions)

How do men and women working as partners in educational administration reduce sex-related issues in order to create a professional work environment? How do we go about preparing institutions for women in top administrative positions? What strategies have successful female and male partners employed for collaboration in the workplace? What strategies should be in place for getting more women into top administrative positions in educational systems and institutions?

Morning Session (K-12): Dr. Phil Schoo is Superintendent of the Lincoln Public Schools. Dr. Marilyn Moore is Associate Superintendent for Curriculum and Instruction in the Lincoln Public School System.

Afternoon Session (Higher Education): Dr. Robert Furgason is Vice Chancellor for Academic Affairs at the University of Nebraska-Lincoln. Dr. Ellen Baird is Associate Vice Chancellor for Academic Affairs at UNL.