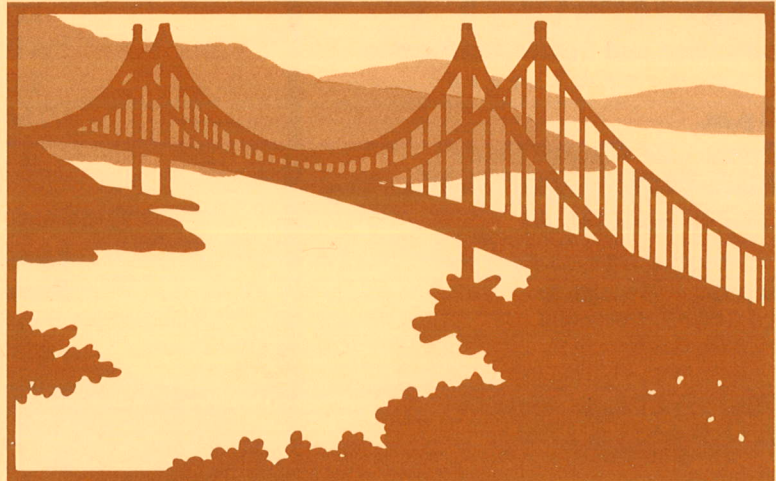


WOMEN IN EDUCATIONAL ADMINISTRATION



BUILDING BRIDGES

The Fourth Annual Conference on Current Issues
Relating to Women in Educational Administration

October 14-15, 1990

Conference Leadership Provided by the
Department of Educational Administration
Teachers College
University of Nebraska-Lincoln



CONFERENCE PROGRAM

Sunday, October 14, 1990

5:00-6:20 p.m.

Registration and Mentoring Session

6:30-8:30 p.m.

Welcome - Dr. Marilyn Grady

**“Eleanor: A Celebration,” a two-act play
(15 minute intermission)**

8:30-9:30 p.m. Reception

Monday, October 15, 1990

8:00-8:50 a.m. Registration, Rolls, and Coffee

9:00-10:15 a.m.

Presiding - Dr. Marilyn Grady

Welcome - Dr. Ronald Joekel

Keynote Address - Dr. Nancy Evers

10:25-11:25 a.m. Concurrent Sessions

**“Capitalizing on Women’s Strengths” -
Dr. Betty Dillon-Peterson**

**“Contemporary Leadership Roles and Women:
How to Use What We Know” - Dr. Marilyn**

Grady

“Restructuring - Friend or Foe” - Mary Ann Losh

“Resume Preparation for the 90’s” - Dr. Janet

Ehlers

**“Support and Recruitment of Women and Minorities
to Administrative Positions” - Carla Dickinson**

**“Women Working with Women” - Dana Miller and
Vicki Bohling-Phillipi**

11:35 a.m.-12:35 p.m. Concurrent Sessions

**“Contemporary Legal Issues in Education” -
Dr. Donald Uerling**

**“Developing an Administrative Training Model for
Women and Minorities” - Dr. Edward Chance**

and

Margo Neuhauser

**“Developing a Conflict Resolution Strategy” -
Rex Cogdill**

**“Go Ahead - Invent *Your* Wheel” -
Dr. Barbara LaCost**

**“Implications of Feminine Perspectives on Ethical
Issues in Higher Education: Lessons for Men,
Challenges for Women” - Dr. Bob Brown**

**“A Professional Image: Self-Development for
Upward Mobility” - Jackie Rosenlof**

**“The Role of State Government in Higher Education:
A Legislative Perspective” - Kathy Tenopir**

12:45 p.m.-2:15 p.m. Lunch

Luncheon Discussants at Tables

**Remarks and Introduction of Speaker -
Dean James O’Hanlon**

Luncheon Address - Dr. Mary Garcia

2:15-3:30 p.m.

**Resume Analysis - Dr. Janet Ehlers, Geri Cotter,
and Sandi Knight**

2:25-3:25 p.m. Concurrent Sessions

**“Career Paths: Is the Cheshire Cat Your Guide?” -
Dr. Kay Schallenkamp**

**“The College Campus Today: A Sense of
Community” - Jayne Wade Anderson**

**“Communications and Professional Image” -
Dr. Sandra Tonnsen and Dr. Aretha Pigford**

**“Fetal Exposure to Harmful Substances: Empirical
Data and Policy Perspectives” - Dr. Alan Tomkins
and Dr. Theo Sonderegger**

“Women as Leaders, Administrators, and Managers”

Dr. Ruth E. Randall



WOMEN IN EDUCATIONAL ADMINISTRATION
BUILDING BRIDGES



***ELEANOR:
 A Celebration***



Starring Toni Gillman

**A One-Woman Play
 in Two Acts**

**Written and Directed by
 Gordon Davis**

**Sunday, October 14
 6:30-8:30 p.m.**

GENERAL SESSION SPEAKERS



Nancy A. Evers, Ph.D.

Dr. Evers is dedicated to helping individuals and organizations grow. She is a professor of Educational Administration at the University of Cincinnati, where she has served as Acting Dean of the College of Education, Head of the Department of Educational Leadership, and

Director of the Developing Interpersonal Competencies in Educational Leadership (DICEL) Project, a national project for women in educational leadership. She teaches, writes, and consults on issues related to leadership and change.

Dr. Evers has delivered numerous presentations on women in educational leadership at national and regional conferences. She has served as a consultant to the U.S. Department of Education on Women in Educational Leadership and has served as Chairperson of the Association for Supervision and Curriculum Development (ASCD) National Committee on Women's Leadership.



Dr. Mary W. Garcia

Dr. Mary W. Garcia, Superintendent of the Clinton Community School District, Clinton, Iowa, since 1987, previously served as Assistant Superintendent for Curriculum and Instruction in Weslaco, Texas. Prior to that she was Assistant Superintendent for Elementary and

Secondary Curriculum in Stanley, Kansas.

Dr. Garcia chairs the state "I LEAD" task force on Promoting and Retaining Women and Minorities in Educational Administration and was appointed by the Governor to serve on a task force for teacher preparation. She has served as an adjunct professor at the University of Iowa, Avila College, and Iowa State University.

Dr. Garcia was also recently selected as one of 65 superintendents in the country to attend a National Educational Policy Conference at the University of Southern California.



WOMEN IN EDUCATIONAL ADMINISTRATION

BUILDING BRIDGES

CONCURRENT SESSIONS

Capitalizing on Women's Strengths

This session will focus on (1) what is meant by the "woman's way" of doing things (which is embraced by effective educators, both male and female); (2) the positive characteristics of that way of doing things; (3) some ways to assess our personal strengths which are part of that way; and (4) ways to enhance those strengths so as to enrich our personal lives and contribute to our success as school administrators.

Betty Dillon-Peterson, Ed.D., Educational Consultant and former Director of Curriculum/Staff Development, Lincoln Public Schools

Career Paths: Is the Cheshire Cat Your Guide?

The literature frequently refers to Mommy Track, Daddy Track, and Career Track. As we make decisions affecting our careers and our lives, we need to consider our options. What are they? Where are the roadblocks and the detours? Who is our guide? These and other questions related to our career paths will be considered. Special consideration will be given to mentoring.

Kay Schallenkamp, Ph.D., Provost, Chadron State College.

The College Campus Today: A Sense of Community

This session offers an opportunity to interact with a panel of colleagues as they react to the recent Carnegie Foundation report, "Campus Life: In Search of Community." Five hundred college presidents were surveyed to determine their perceptions of "community" at their institutions. These results speak to student apathy, alcohol abuse, racial and ethnic divisions, and an anything-goes moral code. How do college students today respond to these perceptions as they proceed to further their educational goals?

Jayne Wade Anderson, Director, Greek Affairs and Cooperatives, University of Nebraska-Lincoln

Communications and Professional Image

This session, "Communications and Professional Image," will help participants assess their oral communication skills and the image they project. After several assessment activities, the presenters will discuss the impact of communications and image on the career of women and racial minorities. Strategies for improving/enhancing communication skills and image will be presented and participants will get an opportunity to develop individual improvement plans based on their assessments and the information presented.

Dr. Sandra Tonnsen, Assistant Professor, Department of Educational Leadership and Policies, University of South Carolina

Dr. Aretha Pigford, Associate Professor, Department of Educational Leadership and Policies, University of South Carolina

Contemporary Leadership Roles and Women: How to Use What We Know

Individuals seeking entry into administrative roles may be interested in the research conducted concerning women and educational administration during the past thirty years. This presentation will summarize the highlights of the research and suggest the actions individuals should take to gain access to administrative roles based on the research findings.

Marilyn Grady, Ph.D., Assistant Professor, Educational Administration, University of Nebraska-Lincoln

RESUME ANALYSIS

Professional career counselors will be available to visit with conference participants about resume content and construction on an individual basis. Those desiring this input should bring a draft of their resumes to this session.

Dr. Janet Ehlers, Geri Cotter, and Sandi Knight - Assistant Directors of Career Services at the University of Nebraska-Lincoln.

Contemporary Legal Issues in Education

This discussion of contemporary legal issues in education will focus on recent legislative enactments and judicial decisions at both state and federal levels. Also to be noted are a number of emerging problems educational administrators are now confronting that will likely require the attention and intervention of legislatures and courts.

Donald Uerling, J.D., Ph.D., Associate Professor, Educational Administration, University of Nebraska-Lincoln

Developing an Administrative Training Model for Women and Minorities

The traditional under-representation of women and minorities in administrative positions continues to be a reality in most states. This paper describes the Women and Minorities in Administration Program, developed by the South Dakota Equal Educational Opportunities Office as an attempt to alleviate this disparity. The program was developed to provide an alternate means by which females and minorities could pursue and complete a masters degree in elementary or secondary administration. A weekend scheduling format, reduced tuition rates, and innovative elective courses designed specifically for the participants provided the core of the model program.

Margo Neuhauser, M.Ed., Graduate Research Assistant, University of Oklahoma

Edward W. Chance, Ph.D., Assistant Professor, University of Oklahoma

Developing a Conflict Resolution Strategy

Most of us have given little thought towards the development of a comprehensive approach to dealing with interpersonal conflict. Because of this we tend to deal with conflict on a case-by-case basis. During this session research and strategies of conflict resolution by women will be outlined and discussed.

Rex Cogdill, Director, Bureau of Economic Development and Research, Chadron State College

Fetal Exposure to Harmful Substances: Empirical Data and Policy Perspectives

The entry of the disabled and disadvantaged child (because of maternal substance abuse) into the school system presents a drastically different problem for the educator from those faced in the past. This presentation will focus first on the empirical data addressing

fetal exposure to harmful substances. The behavioral and psychological consequences resulting from exposure to cocaine, alcohol, and other harmful substances will be discussed. Thereafter, the presentation will focus on policy implications of the empirical literatures. In particular, there will be a discussion of law as a social tool and its use in reducing fetal exposure to harmful substances. Finally, we will speculate on law and policy issues related to possible future interventions.

Theo B. Sonderegger, Ph.D., Professor, Department of Psychology, University of Nebraska-Lincoln

Alan J. Tomkins, Ph.D., Assistant Professor, Law/Psychology Program, University of Nebraska-Lincoln

Go Ahead - Invent Your Wheel

This presentation stresses the need to employ and integrate five "constants," or concepts, that support the shaping and developing of a woman's potential for an educational leadership career.

Barbara LaCost, Ph.D., Assistant Professor, Educational Administration, University of Nebraska-Lincoln

Implications of Feminine Perspectives on Ethical Issues in Higher Education: Lessons for Men, Challenges for Women

This presentation will look at the implications of what Carol Gilligan, Nel Noddings, Karen Kitchener, Ursula Delworth, and other writers refer to as ethics of care. How does it apply to administrators? What are the implications for research models? Does it have a potential impact on the classroom teacher or the every day practitioner? The presenter will look at what challenges the model provides for women and what lessons it provides for men.

Robert D. Brown, Ph.D., Carl A. Happold Distinguished Professor of Educational Psychology, University of Nebraska-Lincoln

A Professional Image:

Self-Development for Upward Mobility

Building a successful professional image bridges the competition gap and leads to continued achievement. Upward mobility requires continued self-development, a complete analysis of our leadership skills, our continued education, and our challenges. Projecting the best professional image often means going a step beyond the competition, by assessing ourselves at each turn in the road. Are we setting goals? Are we moving forward? Are we flexible, adaptable, and prepared for diversity? Meeting challenges - bridging the gap - look inside *yourself* for the best professional image!

Jackie Rosenlof, Director of Career Services, Kearney State College

Restructuring - Friend or Foe

What are the instructional issues of the 90's? How will the changing U.S. demographics affect classroom instruction? This presentation will provide an overview of the data on our changing student population and a discussion of the effects these changes will have on educational reform.

Mary Ann Losh, Nebraska Department of Education

Resume Preparation for the 90's

The concept of developing and using the resume as a marketing tool will prevail in the decade of the 1990's. It is predicted that women will become influential in and vital to the management ranks. This presentation will demonstrate how a carefully planned resume can serve as an effective marketing tool for women in the process of changing their employment focus.

Janet Connell Ehlers, Ph.D., Assistant Director, Career Planning and Placement Center, University of Nebraska-Lincoln

The Role of State Government in Higher Education: A Legislative Perspective

The discussion of state government's role in higher education will focus on the following: (1) The relationship between state government and higher education in providing sound state policy development; (2) The function of coordination versus governance; (3) Institutional autonomy versus accountability and (4) How to work through the legislative process.

Kathy Tenopir, Legislative Program Analyst/Higher Education, Nebraska Legislative Fiscal Office

Support and Recruitment of Women and Minorities to Administrative Positions

The national Leadership in Educational Administration Development (LEAD) program has sponsored several national study groups, among them a study group for the "Support and Recruitment of Women and Minorities to Administrative Positions." When the group first met in December, 1988, we knew that this topic was and continues to be critical to school districts nationwide. Are we prepared? At this time, we do not have sufficient numbers of qualified women and minorities who are being encouraged to move into positions with greater responsibility. The underlying assumption is that we have an unquestionable charge - we must act. Leadership is action!

Carla Dickinson, Director of Leadership Development, Nebraska Council of School Administrators

Women as Leaders, Administrators, and Managers

This presentation will highlight examples of women as leaders, as administrators, and as managers. Differences in the three roles as well as differences between men and women in leading, administering, and managing will be shared.

Ruth E. Randall, Ed.D., Professor, Educational Administration, University of Nebraska-Lincoln

Women Working with Women

Women who work closely with other women as supervisors, colleagues, and subordinates encounter unique issues and challenges. Based on prominent women's development literature we will examine gender stereotypes and explore issues including decision-making, empowerment, competition, and communication as they relate to women in the workplace.

*Dana Miller, former Dean for Student Life at Doane College.
Vicki Bohling-Philippi, Director for Leadership Development and Student Activities at Doane College*