
**Women in Educational
Administration**

**The
Fifth Annual
Conference on
Contemporary Issues
Relating to Women
in Educational
Administration**

September 22-23, 1991

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

The Fifth Annual Conference

Contemporary Issues Relating to Women in Educational Administration

Conference Program

SUNDAY, SEPTEMBER 22, 1991

5:30 - 6:20 p.m. **Registration**

6:30 - 8:30 p.m. **Evening Performance**

Welcome — Dr. Marilyn Grady
Two Act Play — “Petticoat President”

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

MONDAY, SEPTEMBER 23, 1991

7:30 - 8:20 a.m. **Registration**

8:30 - 9:30 a.m.

Presiding — Dr. Marilyn Grady
Welcome — Dr. John W. Goebel, Interim Chancellor
University of Nebraska-Lincoln
Keynote Address — Dr. Shirley McCune, Senior Director
Mid-Continent Regional Educational Laboratory
“The Future of Women in Educational
Administration”

9:40 - 10:55 a.m. **Concurrent Sessions**

“Understanding the Basics in Cross-Cultural Communication and Understanding” Dr. Sue Kenworthy, SUNY College at Brockport
“The Secondary Principal as Learner” Sister Paula Kleine-Kracht, University of Delaware
“Juggling a Two-Career Lifestyle: Issues and Implications” Dr. E. Gale Castrale, Western Illinois University
“Educational Administration: A Southern Perspective” Dr. Linda Wesson, Arkansas State University
“Women as Public School Administrators: Perceived Effectiveness” Dr. Colleen Durrington, Abilene Christian University
“A Synthesis of 300+ Studies of Women in Educational Administration: The Agenda” Dr. Marilyn Grady, University of Nebraska-Lincoln
“Barriers to Affirmative Action in Higher Education: Demystifying the Myth” Guilan Wang and Becky Brandt, West Virginia University
“Women and the Top Administrative Positions in Postsecondary Institutions” Susan Udey, University of Nebraska-Lincoln

11:05 a.m. - 12:20 p.m. **Concurrent Sessions**

“Mentoring and Leadership Emergence” Dr. Linda Lyman, Bradley University, and Dr. Hazel Loucks, Southern Illinois University at Carbondale
“Fiscal Policies and Rural Schools” Dr. Barbara LaCost, University of Nebraska-Lincoln

“Life as a Woman Public School Administrator: Grievs and Joys”
Kathy A. Oda, University of Dayton

“Women Working With Women: Revisited” Dana Miller, University of Nebraska-Lincoln, and Vicki Bohling-Philippi, Doane College

“College and University Program Components Designed to Develop the Leadership Skills of Women in Educational Administration” Dr. Sandra J. Terril, Louisiana State University in Shreveport

“Educational Facility Planning” Dr. Linda Sue Warner, University of Kansas

“Working With Groups” Dr. Patricia A. O’Connell, Illinois State University

“Becoming a Reflective Administrator: Strategies for Breaking the Barriers” Dr. Robert D. Brown, Robert D. Kohles, and Diane L. Podolske, University of Nebraska-Lincoln

“Men and Women Working Together” Dr. Phil Schoo and Dr. Marilyn Moore, Lincoln Public Schools

12:30 - 1:45 p.m. **Lunch**
Luncheon Discussants at Tables

1:45 - 3:15 p.m. **Special Feature**
Resume Analysis
Dr. Janet Ehlers, Geri Cotter, Sandi Knight, University of Nebraska-Lincoln

1:55 - 3:10 p.m. **Concurrent Sessions**

“The Supervision of Teaching Within a Formal Teacher Appraisal System” Dr. Martha N. Ovando, University of Texas

“What the People With Power Say About Women as Educational Leaders and Administrators” Dr. Ruth Randall, University of Nebraska-Lincoln

“Empowering Women in Leadership” Dr. Donna M. Schmitt, Eastern Michigan University

“People of Color - People of Shadow: Working With Staff of Minority Status” Alicia Chavez Simard and Tonya Horn, Nebraska Wesleyan University

“Recruitment and Retention of Future Administrators” Dr. Lois A. Hirst, Sally Narhi, Helen Potoczak, Northern Michigan University

“Contemporary Legal Issues in Education” Dr. Don Uerling, University of Nebraska-Lincoln

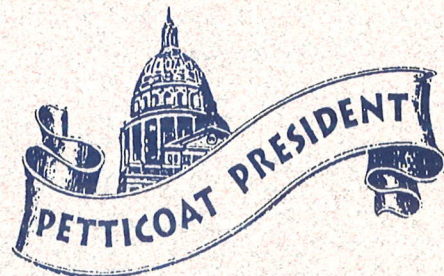
“Barriers Associated With the Exclusion of Females From Public School Leadership Positions” Dr. Sandra Tonnsen and Linda Hawkins, University of Southern Carolina

“Professional Advancement Seminar for Women” Dr. Doris Henry, University of Nebraska at Omaha

3:20 - 3:50 p.m. **Summary Session**
Dr. Anne Campbell, Former Commissioner of Education, Nebraska Department of Education

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Contemporary Issues Relating to Women in Educational Administration



Starring Toni Gillman
Co-starring Gordon Davis

A Two Act Play

Directed by Harvey T. Jordan
Written by Gordon Davis

Sunday, September 22
6:30 - 8:30 p.m.

General Session Speakers



Dr. Shirley D. McCune has worked as a classroom teacher, university faculty member, educational researcher, education association manager, and federal executive. Dr. McCune is a Senior Director with the Mid-continent Regional Laboratory (McREL) (a non-profit institution committed to helping state agencies and local schools restructure themselves to increase school efficiency, effectiveness, and relevance) and Director of the McREL Center for

Educational Equity. Dr. McCune is responsible for the supervision of work with state-level decision makers on school improvement and equity issues.

Dr. McCune received her undergraduate degree from the University of Northern Colorado at Greeley; her master's degree from the University of Denver, and her doctorate degree from Catholic University of America. She has worked with the National Education Association, the Council of Chief State School Officers, the U.S. Department of Education, and the Education Commission of the States.

Dr. McCune has authored or co-authored research reports, articles, training models, and monographs. She is an experienced conference planner and trainer and has worked with educators, state leaders and legislators, business organizations, and federal agencies.



Dr. Anne Campbell has demonstrated her commitment to quality education throughout her career. She is well known to Nebraskans particularly through her tenure as the Commissioner of Education for the Nebraska Department of Education from 1974 to 1982. Dr. Campbell also served as the County Superintendent of Schools in Madison, Nebraska, for eight years and worked as Director of Public Affairs for the University of Nebraska.

Dr. Campbell received her undergraduate degree from the University of Northern Colorado at Greeley; her master's degree from Wayne State College in Nebraska, and her doctorate degree from the University of Nebraska-Lincoln.

She has worked with the National Panel for the Study of the American High School, Carnegie Foundation for the Advancement of Learning; the National Commission on Excellence in Education; the National P.T.A. and with a variety of local and regional educational organizations.

Dr. Campbell has received numerous distinguished service awards for her work in education and four honorary degrees from midwestern colleges.

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Concurrent Sessions

Block 1 9:40 - 10:55 a.m.

Understanding the Basics in Cross-Cultural Communication and Understanding

This presentation focuses on cross-cultural understanding; dealing with differences, understanding ourselves better, and dealing more effectively as administrators in a cross-cultural context.

Dr. Sue Kenworthy, SUNY College

The Secondary Principal as Learner

A recent report from the Curriculum committee of the Holmes Group indicates that schools must strive to be "communities of learning."

This session investigates the activities of a Catholic high school principal, and a public high school principal, who facilitate and encourage continuous learning as a norm for faculty behavior.

Sister Paula Kleine-Kracht, University of Delaware

Juggling a Two-Carrer Lifestyle: Issues and Implications

Research substantiates that women are competent, effective and innovative leaders in all professions. With this comes complicated choices. This presentation focuses on those tough choices that talented women may have to make when upward mobility beckons.

Dr. E. Gale Castrale, Western Illinois University

Educational Administration: A Southern Perspective

A panel of experienced practitioners from Arkansas will share their perspectives with the group on topics to include school restructuring, conflict resolution, goal setting, collaborative management, and networking.

Moderated by Dr. Linda Wesson, Arkansas State University

Women as Public School Administrators: Perceived Effectiveness

This session will focus on possible reasons women have had a difficult time entering administrative positions, the areas where practicing female administrators are seen as most and least effective, and the types of districts most responsive to hiring female administrators.

Dr. Colleen Durrington, Abilene Christian University

A Synthesis of 300+ Studies of Women in Educational Administration—The Agenda

This presentation highlights dissertations concerning women in educational administration completed between 1950 and 1990. Discussion will include the identification of the major topics of inquiry, research methodologies utilized, description of the populations studied, a summary of research findings, and implications for the future.

Dr. Marilyn Grady, University of Nebraska-Lincoln

Barriers to Affirmative Action in Higher Education: Demystifying the Myth

This session examines and demystifies the myths that represent barriers to implementation of affirmative action policies in postsecondary institutions. Guidelines will be provided for the successful development and/or implementation of an affirmative action policy.

Guilan Wang and Becky Brandt, West Virginia University

Women and the Top Administrative Positions in Postsecondary Institutions

The literature supports this statement: Women are underrepresented in top administrative positions at 4-year degree granting public institutions. Nebraska's institutions are under scrutiny concerning such allegations. Film at 10:00.

Susan Udey, University of Nebraska-Lincoln

Block 2 11:05 a.m. - 12:20 p.m.

Mentoring and Leadership Emergence

This session features two presenters, a discussion period, and concepts of interest to present and future women administrators from the research on mentoring and the research on gender and leadership emergence in small group communication studies.

Dr. Linda Lyman, Bradley University

Dr. Hazel Loucks, Southern Illinois University

Fiscal Policies and Rural Schools

This presentation will summarize the highlights of the research on current policies and practices that address the funding of rural schools and offer suggestions to administrators and policymakers concerned with rural school issues.

Dr. Barbara LaCost, University of Nebraska-Lincoln

College and University Program Components Designed to Develop the Leadership Skills of Women in Educational Administration

Incorporating survey data and content from the book, *Women in Educational Administration*, this session explores program components/courses designed to develop the leadership skills of women in educational administration.

Dr. Sandra Terril, Louisiana State University in Shreveport

Educational Facility Planning

This session will describe the relationship between the school program and the school facility. Facility evaluation processes and planning process models will be discussed.

Dr. Linda Sue Warner, University of Kansas

Life as a Woman Public School Administrator: Grievs and Joys

Using data collected from women in public school administration in Ohio, this session will explore the challenges, issues, and rewards for women who pursue administrative careers in education.

Kathy Oda, University of Dayton

Women Working With Women: Revisited

Presenters will explore the dynamics of female relationships in the workplace based on survey research from women faculty and administrators in education (ie; are those relationships positive, nurturing, and supportive or negative, competitive, and destructive?).

Dana Miller, University of Nebraska-Lincoln

Vicki Bohling-Philippi, Doane College

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Concurrent Sessions

Working With Groups

The purpose of this session is to explore techniques and strategies for working with groups. Several techniques will be discussed and simulated, and their advantages and disadvantages identified.

Dr. Patricia O'Connell, Illinois State University

Becoming a Reflective Administrator: Strategies for Breaking the Barriers

The presenters will share insights from intensive interviews with prominent administrators regarding finding the time to be reflective in the midst of multiple job responsibilities. The presentation will help participants select reflective strategies.

Dr. Robert Brown, Robert Kohles, and Diane Podolske, University of Nebraska-Lincoln

Men and Women Working Together

This session blends practical experience with research related to differences in conversational patterns, small group membership and leadership, and moral development to explore the dynamics of men and women working together.

Dr. Phil Schoo and Dr. Marilyn Moore, Lincoln Public Schools

Special Feature 1:45 - 3:15 p.m.

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

Block 3 1:55 - 3:10 p.m.

The Supervision of Teaching Within a Formal Teacher Appraisal System

This presentation provides a description of a model teacher appraisal system including an evaluation component to assist teachers in identifying areas of strength and areas for further development.

Dr. Martha Ovando, University of Texas

What the People With Power Say About Women as Educational Leaders and Administrators

This session will feature a panel of individuals who possess power in regard to establishing policy on recruiting and hiring of women, providing opportunities for women to grow and develop in the profession, and responsibility for changing attitudes and behaviors about women in leadership and administrative positions.

Dr. Ruth Randall, University of Nebraska-Lincoln

Empowering Women in Leadership

The focus of this presentation is professional development and skill building for women preparing to seek administrative positions, or already in educational leadership roles.

Dr. Donna Schmitt, Eastern Michigan University

People of Color — People of Shadow: Working With Staff of Minority Status

Learning to work with and appreciate persons different from ourselves is often difficult. Come to learn some strategies for working productively with and for staff of minority status.

Alicia Chavez Simard and Tonya Horn, Nebraska Wesleyan University

Recruitment and Retention of Future Administrators

This presentation will focus on the external barriers related to the recruitment and retention of administrators, particularly women, in rural American schools.

Dr. Lois Hirst, Sally Narhi, Helen Potoczak, Northern Michigan University

Barriers Associated With the Exclusion of Females From Public School Leadership Positions

This presentation will center around recent study exploring 1) differences in qualifications, duties, and salaries between male and female public school leaders, and 2) reasons cited for the underrepresentation of female leaders.

Dr. Sandra Tonnsen and Linda Hawkins, University of South Carolina

Professional Advancement Seminar for Women

Understand the interview process from thinking about seeking professional advancement, to acceptance, or to being rejected for the job. Three aspects will be discussed: Preparing for the Interview, The Interview, and After the Interview.

Dr. Doris Henry, University of Nebraska at Omaha

Contemporary Legal Issues in Education

Contemporary legal issues and the problems educational administrators are now confronting that will likely require the attention and intervention of legislatures and courts are the focus of this presentation.

Dr. Donald Uerling, University of Nebraska-Lincoln

Please refer to the abstract booklet in the conference packet for expanded descriptions of each session.