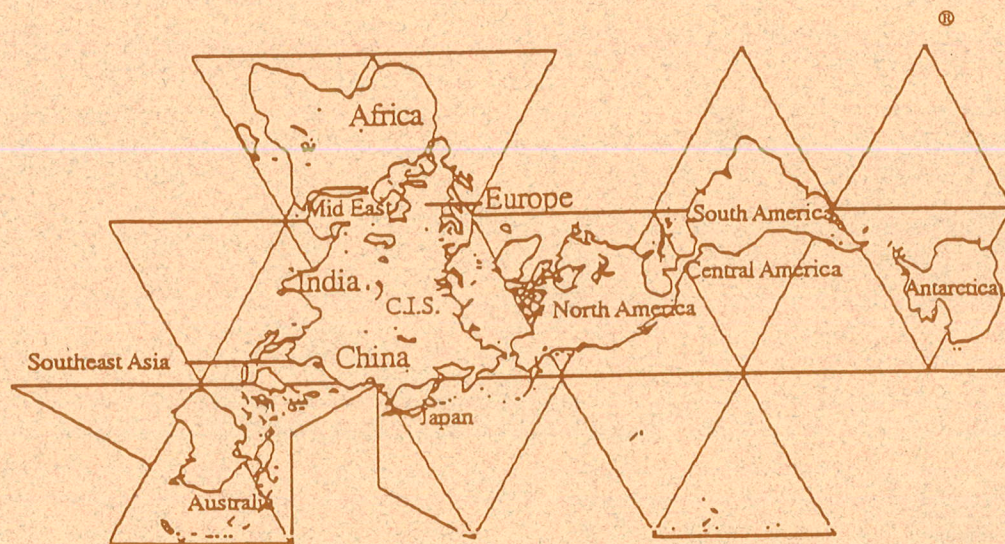


**THE SEVENTH ANNUAL CONFERENCE ON
WOMEN IN EDUCATIONAL ADMINISTRATION**

LEADERSHIP & DIVERSITY

SEPTEMBER 19-20, 1993



**DEPARTMENT OF EDUCATIONAL ADMINISTRATION
TEACHERS COLLEGE
UNIVERSITY OF NEBRASKA-LINCOLN**



LEADERSHIP AND DIVERSITY

CONFERENCE PROGRAM

SUNDAY, SEPTEMBER 19, 1993

5:15 - 6:00 p.m.

6:00 - 9:30 p.m.

9:30 - 10:30 p.m.

Registration

World Game

Reception

Welcome - Dr. Marilyn Grady

THE WORLD GAME[®]

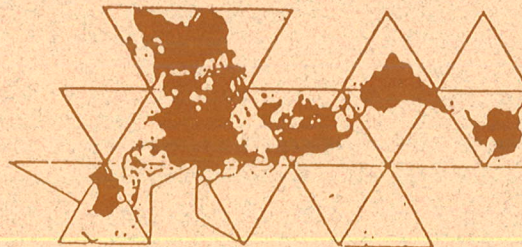
The World Game concept was introduced by the American architect and inventor, Buckminster Fuller, as a constructive and creative alternative to military war games. He defined the enemy as problems like hunger, illiteracy, and disease rather than a person or a nation.

In one room, with the help of a huge world map that serves as a gameboard, a lot of data, music, slides and props, The World Game[®] Workshop brings people together to create a "microcosm" of the world.

Everyone who participates in a World Game Workshop is part of the global simulation; in a way, the participants *are* the Workshop.

The Gameboard

The gameboard is the Earth, or rather a map of the whole Earth, that looks like this:



This is the Fuller Projection, a map designed by Buckminster Fuller to show Earth's geography as no flat map before had done: with all the land masses in their correct relationships and proportions.

The Players

Media (Reporters and Newscasters) representatives *take notes* on interactions and "newsworthy events" that take place during the Game.

Multi-National Corporations (Food, Energy, Manufacturing) *develop and sell products* relating to their area of interest.

Financial Institutions (World Bank, Commercial Bank) *invest money or make loans* and collect "scheduled repayments" from regions owing them money.

UNESCO promotes education and is where regions send representatives to *increase their literacy level*.

United Nations promotes peace between nations and warns of human rights violations.

Environmental Organization is where regions learn about and solve their environmental problems.

World Health Organization is where regions learn about and solve their health problems.

Playing

The World Game is like every other game in that you get to *play it*, have fun and use your best, most imaginative ideas. What sets The World Game apart from other games is what you are doing - it is your chance to make the kind of world you want to live in. The game is different every time. We look forward to seeing what you create.

Monday, September 20, 1993

7:30 - 8:20 a.m.

8:30 - 9:30 a.m.

Registration

Keynote

Presiding - Dr. Marilyn Grady

Keynote Address - Dr. Blandina Cardenas Ramirez



Dr. Blandina Cardenas Ramirez is Director of the Southwest Center for Values, Achievement and Community in Education at the LBJ Institute for the Improvement of Teaching and Learning at Southwest Texas State University. Dr. Ramirez is highly regarded for her work as Director of the Office of Minorities in Higher Education at the American Council on Education and as one of the Commissioners of the United States Commission on Civil Rights. Dr. Ramirez has held a number of positions in education including such roles as Vice President for Institutional Advancement at Our Lady of the Lake University and Director of Training and Development for the Intercultural Development Research Association. Dr. Ramirez was Commissioner of the Administration for Children, Youth and Families and Chief of the Children's Bureau which are presidential appointments confirmed by the U.S. Senate. Her honors and awards include: "El Aguila Azteca," the highest honor given to a non-citizen by the President of Mexico; The National Council of LaRaza Award; Project Equality, the Washington Committee of the NAACP; the American Educational Research Association Individual Educator Award; and "Benefactora de la Ciudad," by the San Antonio City Council. Her board memberships include: The National Foundation for the Improvement of Education, the National Resource Center for Children in Poverty, Quality Education for Minorities, the National Development Training Institute, the Center for Educational Renewal, the Public Education Fund, the National Institute Against Prejudice and Violence, the Mexican American Legal Defense and Education Fund, the Southport Institute for Policy Analysis, the Matt Garcia Foundation, Texas Research Park Foundation, Target 90 Goals for San Antonio, the Commission for Children and Families, the Mexican American Women's National Association, and the International Union for Child Welfare.

CONCURRENT SESSIONS

Block 1 9:40 - 10:45 a.m.

The Gender Factor in Teacher Shared Decision-Making

This session reports research findings of teacher participation and shared decision-making in 20 schools. Several areas of shared decision-making are explored: Vision/Mission, Work Standards, Curriculum/Instruction, Budget, Staffing, Operations, Facilitating, Procedures, and Staff Development. Differences between male and female principals in implementing shared decision-making are investigated.

Dr. Paula Stone, Mankato State University, MN

Steps to Empowerment

This session includes: discussion/overview of current status and organization trends impacting women in educational administration, and of the need for empowerment; exploration of skills necessary for more effective leadership by women; and experiential identification of assessment strategies for enhancing women's personal and professional capabilities in educational leadership roles.

Dr. Donna M. Schmitt, Eastern Michigan University

There is a Difference: Male and Female Principals' Perceptual Differences of the School Library Media Specialist Roles and Responsibilities

Results of a national survey found significant differences between perceptions held by male and female principals regarding the roles and responsibilities of the school library media specialist. The researchers will highlight major findings from their study and the effects such differences have on curriculum and instruction.

Dr. Martha Blake and Dr. Patricia Wilson, University of Houston-Clear Lake

What Are Your Chances of Successfully Acquiring a Top Level Administrative Position?

Characteristics identified by school board members throughout Illinois that affect women's chances of acquiring top-level administrative positions will be shared in a participatory session by the researchers.

Dr. E. Gale Castrale, Western Illinois University
Suzanne Humphrey, Illinois Association of School Boards
Dr. Hazel Loucks, Southern Illinois Univ. at Carbondale

CONCURRENT SESSIONS

Using Leadership Research to Meet State Mandates

This presentation focuses on attributes that make women suitable to fill the leadership role necessary to educate all students. It also explores the concepts of change necessary to meet the needs of state mandates.

Dr. Lois A. Hirst, Northern Michigan University
Dr. Sally Narhi, L'Anse High School, L'Anse, MI

Making "Ah-Ha" Possible: Appreciating All Learners

This session focuses on the use of a systematic teaching method called 4MAT to appreciate all learning styles. 4MAT, developed by Bernice McCarthy, can be used with learners of all ages. It honors all ways of knowing and all ways of showing what you know.

Dr. Dana Miller, Miller and Associates, Lincoln
Virginia K. Wright, Barrier Free By Design, Lincoln

Voices of Leadership

Perhaps we need to be reminded of the powerful voices in our collective history. We will use audio and video recordings to listen to and observe recognized leaders and gifted speakers. From these recordings we will highlight the language and methods they use to enlist others and lead the way.

Dr. Marilyn L. Grady, University of Nebraska-Lincoln

SPECIAL FEATURE 9:40 - 12:00 NOON

STARPOWER: Improving Our Understanding of Race, Gender and Status

Build your understanding of caste and class and its effect on your role as an educational leader. We ask participants attending the session to join in a simulation experience and subsequent discussion that will lead to an increased understanding of American classes and castes and their feelings about participation in our society.

Dr. Barbara LaCost, University of Nebraska-Lincoln;
Dr. Randy Lindsay and Dr. Ray Terrell, California State University - Los Angeles

Block 2 10:55 a.m. - 12:00 Noon

A Descriptive Study of Perceived-Effective Rural Superintendents

The purpose of the study was to describe characteristics of superintendents perceived as being effective by their peers. Thirty-one qualitative and nine quantitative characteristics were observed. Personality profiles were compared using the Myers-Briggs Type Indicator and contacts and correspondence were compared to Cuban's role conceptualizations.

Dr. Bonnie K. Baum, Colfax-Mingo Comm. Sch. Dist., IA

Focus Group: Women as Change Agents

Instruction on the use of focus groups as a model for collecting qualitative data will be provided along with suggestions for use with decision making bodies (e.g., site based councils, building and district committees). Focus groups on women as change agents will then be formed to demonstrate the model.

Dr. Trudy A. Campbell, Kansas State University

Looking at the Needs of African-American Students

This presentation will focus on leadership and diversity and meeting the needs of African-American students who are at-risk. Exemplary programs and research will be presented that deals with the correlation of brain lateralization and reading comprehension for males, females, and a total population of African-American students from a low socioeconomic background.

Dr. Linda Hampton Wesson, Arkansas State University
Roshell Ford, Turrell Elementary, AR
Jackie Toney Smith, Forest Hills Elementary, AR

Site-Based Management: Implications for Feminist Leadership

This presentation examines the relationship between the school governance model of site-based management and feminist leadership style. It further investigates the behavior of women leaders at site-based management schools and the compatibility of this structure to their leadership styles.

Dr. Gloria J. Murray, University of Louisville, KY

A Woman's Life: Keeping It In Balance

This session will present reflections from Anne Morrow Lindbergh's book, Gift From the Sea using the seven types of shells to discuss a woman's life. Introduction and discussion of these reflections will assist women participants in balancing their roles and stages of life.

Marilee Friso, University of Nebraska at Kearney

Women Administrators on the Move

Lack of geographic mobility may be a factor relating to the relatively low number of women in educational administration positions. This session will review research associated with geographic mobility and its possible effect on women's employment. The presentation will include practical information on conducting a national job search.

Dr. Roberta Moehlman, Westside Comm. Sch., Omaha, NE

Views From the South: Gender, Race and Ethnicity

School boards, schools and universities struggle to shape education within the changing social order. The panel explores this transformation from the perspective of women in educational administration in the urban south. The papers draw on research and personal experience to explore the gendered and racial/ethnic character of educational leadership.

Dr. Alison Griffith, Dr. Caroline Cody, and Leeta Allen, University of New Orleans; Gail Lazard, Coghill Elementary School and Louise A. Olson, Etienne de Bore Elementary School, New Orleans; and Louise Kaltenbaugh, Southern University of New Orleans, LA

LUNCH

12:15 - 1:30 P.M.

Block 3 1:40 - 2:45 p.m.

Diverse Decision Making Practices Among Women

This study was to determine if women school administrators chose a course of action that agreed with a theoretically-suggested course of action when making decisions regarding problems in school administration. Fifty percent of the women school administrators selected the theoretical choice for six of the ten scenarios included in the research instrument.

Dr. Louise J. Jones and Dr. T. Lee Napier, Jackson State Univ.

CONCURRENT SESSIONS

The Process by Which Russian Women Become Educational Administrators

This session will highlight interviews with women administrators in Russian schools. Women were asked questions concerning networking, preparation programs, environment, and society's view of women's place in education. The interviews will be shared along with a slide presentation.

Dr. Nancy Griffin Mims, West Georgia College
Dr. Patricia A. Kleine, Wright State University, OH

Sharing Personal and Professional Stories-II

This session will provide participants with an opportunity to share their personal and professional stories after listening to the presenter tell about her life as a child, religious and spiritual influences, education, mentors, recognition, and moving through the professional chairs.

Dr. Ruth E. Randall, University of Nebraska-Lincoln

Thinking About Leadership From Feminist Perspectives

This session will offer a feminist critique of the androcentric literature in leadership and organizational theory taught in preparation programs for K-12 principals. This critique will be based on what the presenter learned designing and teaching a course on feminist perspectives of leadership and on insights of students in a graduate educational leadership program.

Dr. Katherine Egan, University of St. Thomas, St. Paul, MN

Women in Higher Education

This paper will examine the career paths of women in both academia and educational administration and the extent to which androcentricity, gender stratification, dual role conflict, racism, and marital status determine what career paths are taken.

Heather D.T. de la Vega, Calif. State University-Northridge

Women in Secondary Administration: Aspirations and Frustrations

Surveys were sent to females in secondary administrative positions in the state of Alabama to determine why, with so few role models, they aspired to these positions and what obstacles they had encountered. The results will be discussed with suggestions of how to implement them.

Dr. Rosalind P. Hale, University of South Alabama

Equal Employment Opportunity for Racial and Ethnic Minorities: Affirmative Action, Reverse Discrimination, and Related Issues

Educational leaders generally believe that educational environments are enhanced by racial and ethnic diversity among institutions; however, minorities are under-represented on employment rosters. A substantial body of law prohibits unjustified employment discrimination based on race or ethnicity; on the other hand, when members of minority groups are specifically recruited and selected for employment or promotion, a different set of legal issues involving the concepts of affirmative action and reverse discrimination may arise. This paper and presentation will discuss constitutional and statutory principles that pertain to such issues.

Dr. Donald F. Uerling, University of Nebraska-Lincoln

SPECIAL FEATURE 3:00 - 5:00 p.m.

Resume Analysis. Bring a draft of your resume to this session.

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

Block 4

2:55 - 4:00 p.m.

The Development and Refinement of the Notion of Teacher Leadership: Toward a New Model of Educational Administration

This presentation will develop and refine the notion of teacher leadership. Based on anecdotal data, women's stories will be shared examining how they prepared in a masters degree program to take on expanded leadership roles. An emergent framework of professional community will be presented.

Sharon D. Kruse, University of Minnesota

Gender Influences in Obtaining Administrative Positions in Schools: The Kentucky Example

The research reported explores gender-related differences in incentives and barriers to becoming a school administrator. Respondents include two groups of administratively certified school personnel: those currently employed as administrators and those in non-administrative positions. The presentation will highlight within and between group differences.

Dr. Susan J. Scollay, University of Kentucky

Getting a Doctorate Without Losing Your Sanity

This session is for doctoral students. It will focus on institutional and personal expectations and is designed to make the process of obtaining the doctorate manageable.

Dr. Sandra Tonnsen, University of South Carolina
Martha N. Ovando, University of Texas-Austin
Dr. Donna M. Schmitt, Eastern Michigan University

If You See the Path, You Can Walk It!

Integrated into the program for female students in educational administration at The University of Akron is the opportunity to participate in career planning activities. Presenters will demonstrate and illustrate the importance of including career planning activities with students. Practices which facilitate access to administrative positions will be outlined and described including a career development plan model and position search process.

Dr. Reene A. Alley and Sara Stanley, Univ. of Akron
Norma Conners, Akron City Schools, OH

Reconfiguring Schools as Learning Organizations

The idea of the learning organization holds great promise for schools that want to investigate alternatives to the current system. This presentation will introduce participants to learning organizations, explain the five disciplines, and engage them in a dialogue about the application of the idea to school restructuring and the leadership of such a school.

Dr. Larry L. Dlugosh and Marilyn Byrne, University of Nebraska-Lincoln; Don Fritz, ESU 6, Milford, NE

Unlocking Leadership Potential Through Change and Self-Concept

Successful schools are recognizing that the skills and abilities of their leaders affect the delivery of educational services. This session will address the research conducted on over 250,000 leaders and managers and in over 6,000 organizations that identified the association between particular attitudes and behaviors and leadership performance.

Gayle S. Colley, SPECTRA Human Resource Concepts, Inc.
Dr. Doris Henry, University of Nebraska at Omaha.