WELC

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Women in Educational Leadership Conference

2008

October 12 -13, 2008

Research + Networks =
A Source of Leadership

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WELC Women in Educational Leadership Conference

Conference Overview

Sunday, October 12

4:00 – 5:00 p.m. Regent C/D/E/F	**Registration**

5:00 – 7:30 p.m.
Regent C/D/E/F

Welcome and Introductions
Marilyn Grady, Professor and Conference Coordinator, University of Nebraska-Lincoln

Giving Voice
Kathleen Foord, Minnesota State University, Mankato, Minnesota
Jean Haar, Minnesota State University, Mankato, Minnesota
Doreen Gosmire, University of South Dakota, Vermillion, South Dakota
Miles Bryant, University of Nebraska-Lincoln, Nebraska
Teresa Miller, Kansas State University, Manhattan, Kansas
Anita Pankake, University of Texas-Pan American, Edinburg, Texas
Barbara Curry, University of Delaware, Newark, Delaware

7:30

Julie Burney
Humorist, Lincoln, Nebraska

8:30 – 10:30 p.m.
Regent C/D/E/F

Reception and Conversations

Monday, October 13

7:30 – 8:00 a.m.
Regent C

Registration

8:00 – 9:20 a.m.
Regent C

Welcome, Marilyn Grady

Women in Community Development—keynote presentation by Jonathan Zierdt –
President and CEO of the Greater Mankato Growth, Inc.

9:30 – 12:25 a.m.   **Concurrent Sessions I**

12:30 p.m.   **LUNCH—Hotel Atrium**

1:30 – 4:25 p.m.   **Concurrent Sessions II**

Kathleen Foord is coordinator of professional development and Associate Professor at Minnesota State University, Mankato, Minnesota. In addition to teaching graduate courses in assessment, differentiation, learning communities, and coaching, she leads professional development in school districts and coordinates the Master of Science in Teaching and Learning program. kathleen.foord@mnsu.edu

Jean Haar is Director for the Center for Engaged Leadership and Associate Professor at Minnesota State University, Mankato, Minnesota. In addition to teaching courses in the educational administration licensure program, she leads aspiring principals, superintendents, and professional development in local school districts. jean.haar@mnsu.edu

Doreen Gosmire has served as an educational leader for more than 25 years at the building, district and regional levels. Her research and teaching interests include female leadership, technology in education, and the secondary principalship. She has been involved in writing and managing numerous grants ranging from $300 to $10 million. Doreen.Gosmire@usd.edu
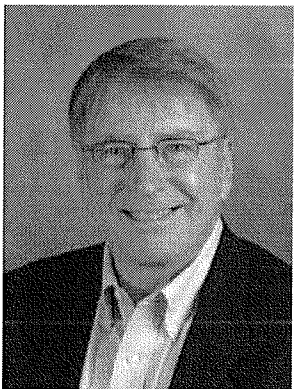
Miles Bryant is Professor in Educational Administration at the University of Nebraska-Lincoln. He chairs the Graduate Faculty of his department and has served on many committees involved in graduate work. He has experience as a K-12 school English teacher and a superintendent. mbryant1@unl.edu

Teresa Miller is Associate Professor at Kansas State University in the Department of Educational Leadership. She has extensive public school experience and currently collaborates with school districts to train building leaders. She also serves as coordinator for the College of Education's mentoring program. tmiller@ksu.edu

Anita Pankake is Professor of Educational Leadership at The University of Texas-Pan American. She holds a B.A. and M.Ed. from Indiana State University and a doctorate in education administration and supervision from Loyola University-Chicago. apankake@utpa.edu

Barbara Curry is Professor in the College of Human Services Education and Public Policy, School of Education at the University of Delaware. curry@udel.edu

Marilyn L. Grady is a Professor in the Department of Educational Administration at the University of Nebraska-Lincoln. She is the author or co-author of 23 educational leadership books. She is the founder and coordinator of the annual Women in Educational Leadership Conference. mgrady1@unl.edu.

Jonathan Zierdt - Keynote Speaker

Jonathan is the President and CEO of the Greater Mankato Growth, Inc. As a successful community-based organizational leader, he consistently operates from his base of values – integrity, relationship building, service, spirituality and freedom. Considering himself a "servant leader," Zierdt has honed his ability to optimize the unique talents of the individuals in each organization he has led. Most recently, Zierdt helped orchestrate the merger of Greater Mankato's Chamber of Commerce and Economic Development organizations to create a unified, efficient organization –

Greater Mankato Growth, Inc.

jzierdt@greatermankato.com

Juli Burney, Motivational Humorist

Multiple award winning teacher, humorist and author, Juli makes an amazing connection with her audiences. She is able to entertain with the ability of a headlining comedian while either motivating or training with ease as a nationally recognized speaker. Juli has been honored by the state of Nebraska as Artist of the Year because of her ability to help improve people's lives through humor and effective use of communication tools.

Juli has worked in all 48 continental United States and Canada, and has been commissioned by a variety of associations from the National Endowment for the Arts to Fortune 500 companies to develop training programs that stick. She has filmed for Showtime and HBO, along with making numerous guest appearances on radio and television programs. Her humor is insightful, delightful, universal, and enlightening, whichever topic she presents.

WELC Women in Educational Leadership Conference

Regent B

Mentoring Across the Boundaries of Race, Ethnicity, and Gender: The Implications for Building Relationships among Diverse Groups of Educators - Stacey Roberts

Three participants, a Caucasian female professor, a Japanese-American male state-level school administrator and adjunct college professor, and an African American female elementary school principal who recently completed a Ph.D., discuss their experiences together in a doctoral program mentoring relationship that crossed racial, ethnic and gender boundaries.

Kurriculum, Kivas and Kids- Kaye Peery

This session focuses on the challenges of leading a public school district located entirely within the Zuni Indian Reservation. The presentation addresses working with the tribal government, pueblo culture, religious leaders and traditions, budget concerns and other areas that are unique, challenging and joyful.

Pioneer Women Leaders: Serving Students with Disabilities - Joanne Van Osdel and Doreen Gosmire

This session provides a historical view of how female leadership has developed a foundation and framework for serving students with disabilities. The careers and phenomenal efforts of two women who created the regulations, procedures, and leadership training for special services in one state are highlighted.

Regent C

Female Leadership- Rudo Tsemunhu

This session discusses educational leadership and gender in post colonial Africa and for minorities in the United States. A typology of educational leadership is presented which reflects the strategies they deploy in order to overcome the constraints under which they operate.

Global Issues in Educational Leadership- Peggy Mackey

What are global issues in educational leadership? This session presents interview results of school administrators from both a middle school and a primary school in Dakar, Senegal. Results indicate that issues of importance are surprisingly similar to administrators in the United States. The results are presented and discussed during this session. .

Developing Psychic Income in School Administration: The Role Female Administrators Can Play - Precious Mudiwa and Susan Day Scherz

Psychic income is a concept borrowed from business that refers to satisfaction derived from things other than monetary benefits. This session exposes participants to strategies female administrators can adopt to create opportunities for building and fostering psychic income in an organization by tapping into their natural and acquired leadership skills.

Regent D

Beyond the Classroom: Supporting the Development of Resilient School Leaders- Christi Roach

This session presents a standards-based assistance program for principals in their first or second year of administrative service. Key components include mentor training and networking. An on-site program for the development of new and assistant principals is highlighted to train and promote new school leaders.

Eight Essential Elements for Effectively Leading Learning Communities - Kathleen Foord and Jane Haar

What role does leadership play in sustainable learning communities? This session explores eight research-based elements that leaders can use to develop structures and relationships necessary within learning communities. Learn how leadership changes as these elements change and how leaders can use reflection questions to promote and to monitor sustainable change.

A Leader Resilience Profile to Determine Your Resilience Strengths – Diane E.Reed
Participants learn how to complete an online Leader Resilience Profile and receive an individualized profile of their resilience strengths in this presentation. The survey is comprised of twelve resilience strengths. The development of this instrument is based on a review of the empirical literature in the fields of leadership and resilience.

Regent E

Metaphors of University Women Presidents - Trena T. Anastasia and Carole Makela
Metaphors of university women presidents can help improve cross gender communication and women's status in leadership. Recognizing metaphors that are more masculine empowers us to engage in more productive conversations, using mental imagery that reinforces desired outcomes. Come learn the 11 Broad Metaphor Themes identified and ideas for improving personal communication efforts.

Perceptions of Power in a Predominantly Female Environment – Ginny Russell Curley
This case study explores the multi-dimensional reality of power as men and women in one predominantly female organization experienced it. The study's participants described gender's influence within a wide range. This session explores the findings, discusses implications, and suggests areas for future research.

Regent F

Exploring Job Satisfaction and Cultural Demands - Frankie Keels Williams and Kathleen V. Davis
This session presents the findings from a qualitative study that investigated the job satisfaction and cultural demands of successful female community college presidents. The presidents provide strategies for balancing the cultural demands of the professional, family, and personal settings. Strategies include using one calendar for all activities, discussing priorities with family, and developing friendships with people outside of the field.

Is it Personality Type or Leadership Style? – A Guide for Women Leaders - Kathleen Davis
This session presents findings from a study on personality type and leadership styles of women educational administrators. Subjects from a 1996 baseline study of senior executive women in the South Carolina Technical College system with defined leadership styles and (Myers- Briggs) personality types were interviewed for changes, choices and connections.

Stony the Road We Trod... The Effect of Mentoring on Career Paths of Four African-American Female Urban Community College Presidents - Cynthia K. Gooch
This session presents research on four African-American women urban community college presidents and their experiences, insights and recommendations regarding the mentoring they received during career development and progression as a college CEO. Their knowledge provides valuable information for women and minorities who have sights on leading a college.

Chancellor 1

Female Leadership Critical to the Success of Statewide Assessment - Shirley Mills and Jody Isernhagen
Researchers examined the roles of female leaders involved in a statewide assessment program over three years. They interviewed female leaders across the state in a variety of settings and roles. Preliminary indicators suggest that female leadership was critical to the success of the statewide approach to assessment.

The First Year Experiences of a Female Superintendent - Jody Isernhagen and Sandra J. Dop
Women are underrepresented in the ranks of the superintendency across the United States. This qualitative study examined the experiences of a first-time female superintendent using journal data that creates a real life picture of how textbook knowledge is used to explore real life issues that face a superintendent daily.

Chancellor 2/3

Pay It Forward - Laura Schulte and Mary T. Brauch Petersen
At our universities, about 40% of the full-time faculty members are 55 or older, which led us to consider what a difference they could make in this world if they used their talents to benefit others. A former teacher describes what she is doing to pay it forward.

Motherhood in Academe: Lessons for Young Scholars Striving to Balance Family and Academic Careers- Minisa Huls and Natasha Chapman
This presentation explores the issues, decisions, and hopes of women faculty and graduate students in their lived experiences of motherhood in pursuit of academic careers. Participants will discuss the challenges and successes they face in their attempts to combine work and family.

10:30 - 11:25

Regent B   *From Practitioner to Professor: Supporting Non-Tenured Women Faculty Members through S.N.A.P. – Nataliya V. Ivankova*
This presentation discusses the experiences of the group called Support Network for Assistant/Associate Professors (S.N.A.P.) formed by non-tenured female faculty in the University of Alabama School of Education to provide each other the necessary network of support in securing research and scholarly productivity and achieving tenure.

Enriching the Professorate through Mentoring - Teresa Northern Miller and Linda P. Thurston
Effective mentoring programs can assist new professors with strategies for success in higher education – by helping them develop collaborative networks; increasing contacts both inside and outside the university; and jump-starting publishing efforts. A field-tested, long-term mentoring program is shared including key characteristics, foundational values, and an evaluation process.

Faculty Perceptions of Mentoring, and Mentoring for Women STEM Faculty of Color- Florence A. Hamrick and Sandra Gahn
This session presents the differential perceptions of Iowa State University's faculty on access to mentoring and quality of mentoring by men and women faculty. The design and implementation of a mentoring program for women STEM faculty of color is also discussed.

Regent C   *Race, Class, Gender Access, and Equity- Shavonna Holman, Gerry Huber, Tracy Mitchell, Jocelyn Perkins, and Christina Warner*
This session highlights research initiatives based on issues of class, race, gender, access, and equity. The setting for these studies is a large urban school district. Each panelist will focus on an individual topic. All of the panelists are urban administrators involved in a doctoral cohort focused on issues of class, race, gender, access, and equity.

Regent D   *Impact of Feminist Pedagogy on On-line Instruction in Educational Leadership - Mary Culver*
This session examines the concept of feminist pedagogy as it applies to successful on-line instruction. Research collected from three semesters of educational leadership courses determine aspects of instructional delivery students perceive as effective in on-line instruction. Findings are compared against literature on effective on-line instruction.

Women IT Leaders: Voices from the Field - Marilyn Drury
Becoming aware of opportunities and obstacles women leaders have experienced and methods used to overcome such obstacles, one will better understand what is working and what is not for women seeking leadership roles. This session shares recent research findings from women leading higher education information technology organizations.

Leadership through Email Communication: A Tool for Women in Higher Education- Cynthia McDaniels
This session demonstrates how one can maintain professionalism, integrity, and exercise leadership in the academy when sending emails. The messages from the study include a myriad of issues, including culture, race, gender, management and character. The results provide foundations for developing standards for emails in the context of leadership.

Regent E   *Developing Diversity Dispositions – Kay A. Keiser and Laura E. Schulte*
The development of educators with the dispositions that ensure all children learn is challenging, as the students are increasingly diverse while educators are not. This session details creation of the Diversity Disposition Index (DDI), pilot study, effects of gender on diversity dispositions, and current research utilizing the DDI.

The Dispositions Rating Scale: A Tool for Educational Leaders Charged with Identifying and Developing Appropriate Professional Educator Candidate Values, Commitments, and Professional Ethics - Leslie L. Griffin and Jenetta Waddell
This session presents information on a dispositions rating scale developed by the College of Education faculty at a regional public university. The instrument will be reviewed, trends from five semesters of data will be presented, and implications for practice will be discussed.

Preservice Journals: Enriching the Student Teaching Experience through Counseling and Reflective Practice - Maude Yacapsin
This session provides an enriched understanding of the cognitive/affective processes of females during their student teaching experiences. Journals were used as a means by which these women were able to engage in reflective practice. Using LACE (Listen, Act, Communicate/Counsel and Evaluate), preservice supervisors/cooperating teachers enhance program effectiveness for future educators.

Regent F   *Assessment Processes within Business Administration Online Programs and Courses at Two and Four-year Colleges in the Midwest - Beth Deinert*

This session highlights the findings from a study of business administration online programs and courses within two-year and four-year colleges in the Midwest. Information about the research-based assessment processes that the colleges used to assess online programs and courses is also provided.

Community College Leadership and the Fundraising Challenge - Patricia A. Gentile and Para J. Jones

Two community college advancement administrators and UN-L doctoral colleagues share their literature review and preliminary research findings on resource development topics. Such research becomes more essential to the two-year sector as state and local public funding streams decline and leadership turn to developing more entrepreneurial and philanthropic streams of revenue.

Chancellor 1   *The Power of Metaphors: Do They Reflect Reality or Create It? - Catherine L. Morgan*

Glass ceiling? Glass cliff? Labyrinth? These and other metaphors communicate powerful images that portray obstacles to leadership roles and strategies for overcoming those obstacles. The session reviews literature, empirical evidence, and anecdotes that confirm or refute the reality suggested by each metaphor.

Seeds of Leadership - Sandra Tonnsen, Ann Alexander, and Kathleen Jorissen

This session takes participants back to the childhoods of female leaders who were studied and their experiences that served as flashpoints for the origin and development of their leadership. It focuses on the demographic and personal variables that stimulated and shaped their desire/ability to become leaders.

Chancellor 2/3   *Intersections of Power and Women's Leadership - Understanding the Neural Underpinnings of Change - Amrit Daryanani and Teresa Zutter*

Women in leadership positions are frequently required to be agents of change. As such, we have great responsibility for managing change in an ethical and professional manner. This session examines the neural underpinnings of change for developing new, more sensitive change models.

What the Organizational Community Will Bear - Barbara K. Curry

Individuals responsible for implementing and managing change in their schools will be interested in this presentation. It will also be of interest to individuals who study the process of innovation and institutionalization.

11:30 - 12:25

Regent B   **Social Justice Bridge Leaders: Perspectives of Three Female Principals in an Urban School District - Michelle Butler, Lyda Wilbur, and Tasha Johnson**

This session presents the leadership experiences of three novice principals in a large urban school district in one southwestern state. Energized to change the conditions of students' learning in the midst of increased accountability, the principals chronicle how social justice bridge leaders can effectively lead in urban schools.

Women in the High School Principalship - Dierdre Cook

This presentation examines the journey of three women who share their stories of what it was like to become a high school principal. The findings suggest that all leaders can benefit from the lessons learned. Hard work, determination, education, and sacrifice are fundamental to leadership success. By sharing the stories of these women, we can light the pathway for others.

Setting the Story: Dilemmas of Beginning Women Leaders in the Context of the Organization - Stacey Roberts and Carmielita Minami

The presenters share research about the issues faced by women in a public school principal preparation program in Hawaii. Using data from narratives written by sixty women, they discuss conflicts and dilemmas the women faced, as well as how they worked toward resolution and understanding.

Regent C *Climate of Success: A Research Based Guide on Unified School Safety, School-wide Discipline and Classroom Management -
Zachary G. Kassebaum*
This session presents the findings of a synthesis of the last 10 years of research on school safety and discipline. Best practices are
identified, and a framework for establishing a climate of success is provided.

Strengths and School Leaders: A Core Value Program Approach - Teri Marcos
This workshop shows how a school principal (a graduate of Azusa Pacific's Educational Leadership Program) has transformed her
school into a strengths-based campus which fosters a culture where teachers have the capacity to create new ways to accomplish
their job responsibilities while increasing P-12 student achievement.

Leadership and the Professional Learning Community- Sandra Gaspar
This session presents preliminary data collected on the transformation of a small, rural school district's professional development
program, which created a professional learning community. The research report will focus on the actions of school and district
leaders to initiate, support, and sustain their change.

Regent D *Academic Freedom in the College Classroom: New Case Developments - Christy Hutchison*
This presentation addresses instructional freedom of speech and academic freedom in the college or university classroom. After
a review of the recent case developments, the presenter proposes a method for analyzing classroom speech in public colleges and
universities.

When Students Create Off-Campus Web Sites: Legal Aspects - Donald F. Uerling
If school administrators attempt to discipline students who create off-campus web sites thought to be objectionable, litigation may
follow. This session discusses cases in which courts have balanced lawful authority of school administrators and constitutional
rights of students.

Immigration, Plyler v. Doe, and Public Services – W. Patrick Durow
The session provides the history of Plyler v. Doe (U.S. Supreme Court, 1982) and a description of its continuing impact.

Regent E *Strong Intelligent Females (SIFs): The Linchpins for High School Redesign - Fernando Valle and Anita Pankake*
This presentation focuses on the critical role a cadre of female School Improvement Facilitators (SIF) played during the initiation
phase of redesigning high schools. Attendees hear descriptions of each SIF, her situation, common challenges faced as redesign
agents and the multiple roles required to truly facilitate change.

The Superintendency: Challenges Faced by Aspiring Women Leaders - Jean M. Haar and Candace Raskin
This presentation shares the findings from interviews of nine aspiring women superintendents. The interviews intended to solicit
their perceptions about the challenges and obstacles they believe they will face as they seek superintendent positions. A comparison
between the participants' responses and the literature is shared in the presentation.

Are Male and Female High School Principals Attracted to the Superintendency? - Rose Mary Newton
This session reports the results of a study regarding the recruitment of talented individuals, particularly women, to the
superintendency.

Regent F *A Universal Leadership Language: As Expressed by Humans and Horses - Jessica Brisson*
This workshop explores the concept of a universal leadership language spoken by effective leaders that make up both humans and
horses. Trust, communication and collaboration are three primary leadership traits that influence a universal leadership language
that humans and horses speak to achieve successful outcomes, accomplish goals, and realize vision.

Leader Credibility: Essential for the 21st Century - Shari Hoffman
A demand for credible leaders is not new to our American culture. Throughout the 20th century, we turned to leaders who we
could trust and depend upon during challenging times. This presentation traces leader credibility within America's pivotal events
context and in leadership theory. The presentation makes an argument for leader credibility's increased importance in leadership
development for the 21st century.

Chancellor 1   *The First Female Full Professor: An Oral History - Trudy Salsberry*
Join us for the story of Maggie, the first female full professor in a college of education at a Midwest University. Her perceptions of the barriers and successes she experienced are discussed. In addition, the rationale and process for conducting an oral history like the one used for Maggie's account are provided.

Sarah Raymond: A Case Study of a Female Educational Leader Ahead of Her Time - Monica Cousins Noraian
Sarah Raymond has left a tremendous story but it has been overlooked. She was an early graduate of Illinois State Normal University, (ISNU, 1866), a teacher, principal, and most significantly, Superintendent of Bloomington Schools (1874-1892). She is considered the nation's first female superintendent.

Chancellor 2/3   *Strategies for Successful Latina Student Achievement - Antonette Aragon*
Education must prepare students to think critically; develop self-confidence and integrity; understand diversity, communicate effectively; work in teams; and learn and use technical skills. Mi Carrera is a program promoting Latina student achievement by teaching these strategies. Teacher education strategies may further nurture the success of Latina student achievement.

Appreciative Advising – Using Appreciative Inquiry Techniques in Academic Advising - Nancy Howell
Appreciative Inquiry (AI), developed by David Cooperrider at Case Western Reserve University in the late 1980s, focuses on creating positive change within an organization. This presentation explores how the four stages of AI, Discover, Dream, Design, and Destiny/Deliver can be applied to student advising within higher education.

Lunch - Hotel Atrium
12:25 - 1:25

1:30 - 2:25

Regent B   *The Status of Women Faculty in Aviation Higher Education- David Ison*
This presentation examines the status of women faculty in four-year aviation postsecondary programs. Findings show that participation rates by women in this area of higher education are improving and are slightly better than within the aviation industry.

Getting that Book Published - Barbara L. Brock and Marilyn L. Grady
If you have always wanted to publish a book, this session is for you! The presentation includes the basic steps in writing and publishing a book. Session topics include book topics, authorship choices, the book proposal, publishers, acquisition editors, book contracts, the writing process, reviewers, copy-editors, production editors, and book production.

Regent C   *One Woman Superintendent's Voice of Experience: Lessons in Leadership - Donna M. Michaels*
The research addressing women's experience in educational leadership must take into consideration the real voices of experience that reflect realities of success and failure, reflection and renewal.

Commonalities in Men and Women's Aspirations When Pursuing a Superintendency - Ava J. Muñoz and Anita Pankake
This session presents the results of a research study that examined the most significant reasons for applying to or not applying to a superintendency selected by both men and women central office participants of this statewide Texas study.

Superintendents as Change Agents: Gender Makes a Difference - Tim Mitchell and Doreen Gosmire
The superintendent is the leader of change within the school organization. The individual leader's view or perception of innovation and the organization's capacity to change are critical concepts to effective change. This presentation reports findings from a study of 160 public school superintendents about their perceptions of change. Female superintendents report a higher capacity for innovation than male superintendents do.

Regent D   *A National Perspective of Teachers' Concerns about Foster Care Youth - John Palladino*
This session regards a national sample of 750 teachers and their insights about social workers' and fosters parents' skills. Implications for practice, pre-service programs, policy, and additional research are discussed. Emphasis is placed on the role of school administrators in response to child welfare issues.

Silencing the Misbehaving School Boy – The (Un)intended Outcome in the Literature - John Palladino
A disproportionate enrollment of males in special education programs for youth with emotional-behavioral impairments exists, especially for African-Americans. Yet, an analysis of peer-reviewed literature highlights that research about the phenomenon lacks the boys' "voice." This session explores the related implications for practice and research, especially in regards to mothers.

Regent E   *Whistle Blowing Women - Melanie O. Anderson*
Is "whistle blowing" the right thing to do? High profile whistleblowers, and the repercussions they experienced, have resulted in new laws and reporting practices. This session presents a brief history of whistle blowing, and reviews how it affects women in higher education.

Women and Leadership: Revealed in the Research - Liesl H. Eberhardt
This presentation explores the attitudes and perceptions of women in leadership and seeks to understand them. The need for further research in transactional and transformational leadership styles, traditional and nontraditional gender role behaviors, and diverse contexts is discussed.

Regent F   *My Brief Time as an Educator: Where I began, What I've learned, and Where I'm Going - Lynette K. Watts*
In this session, hear about being a new university educator with no educational experience. You will hear about what I have learned in my 4 years as an educator, as well as what I hope to achieve in the coming years. I hope to inspire you to consider education as your profession.

Passion, Pedagogy, and Persistence: Self-Study Research as a Tool to Increase Cross-Discipline Collaboration - Rebecca Pitkin
The top-down model of teaching improvement does not always meet the needs of faculty across the disciples. This session presents results of ongoing collaborative self-study research, and the benefits, challenges, and insights from this type of faculty development.

Chancellor 1   *Lessons Learned from the Past – Alice Lloyd and Alice Lloyd College - Deborah J. Jesseman*
This session considers the role of one woman who moved from Boston, Massachusetts, to the Appalachian Mountains of Kentucky to educate leaders for the area. The leadership style of Alice Lloyd and lessons learned at the HERS Summer Leadership Institute at Bryn Mawr is compared and explored.

The Life of a Nursing Dean - Linda K. Walline
A qualitative study describes and analyzes the life of a nursing dean. The study focuses on the meanings of these experiences as well as the dean's role in academic leadership as she perceived and lived it. Major themes include self-confidence, knowing oneself, caring, mentoring, leadership, and gender.

Chancellor 2/3   *Transition between Strategic Plan Designs - One Professional Development School Partnership's Journey - Ginger L. Zierdt*
The session illustrates a road map of how one PDS partnership transitions between strategic planning cycles. Participants receive a "strategic planning toolkit" containing essential documents and artifacts to inform practice. Highlights include identification of critical activities that bridge one plan to another.

2:30 - 3:25

Regent B   *Opportunities and Challenges: Voices of Female Superintendencies- Marcia Morrison, Joanne Van Osdel, and Doreen Gosmire*
More females are seeking and obtaining superintendencies in public schools across the United States. Female superintendents begin with more experience and higher levels of education. The challenges, career paths, and practices of five practicing female superintendents are highlighted in this session.

Women Superintendents in the West - Susan Day Scherz
This session shares findings from a study of women superintendents while also soliciting input to identify strategies to assist women candidates "in breaking through" barriers they face when seeking the superintendency in school districts not quite ready to accept or adjust to the leadership of a woman as CEO.

Regent C   *Labyrinth to Leadership- Melody Schopp*
All women encounter varied experiences on their journeys to positions of leadership. However, the pathway throughout life resembles the circuitous route of a labyrinth, which is a reflective journey that ends where it began. This session will highlight a qualitative study on the lives of three strong women leaders.

Gender Analyses of Enrollments, Degrees Conferred and Faculty Salaries at Nebraska's Colleges and Universities and Their Implications for Higher Education Administration- Barbara McCuen
More women than men are enrolled at Nebraska's colleges and universities and the percentage of women faculty in Nebraska is increasing. This session presents the changes over the past 10 years in the context of national trends and research. Implications for higher education administration are also presented.

Regent D   *Strategies for Recruiting and Retaining Female Hispanic Students in the Community College- Brent Cejda*
Although Hispanic enrollment in community colleges has more than tripled since 1996, Hispanics have lower retention, associate degree completion, and transfer rates in comparison to all other racial and ethnic groups. This session presents promising strategies to recruit Hispanic females to the community college and to facilitate their success once they enroll.

The Educational Pipeline - Why Is It Leaking and How Can It Be Fixed? - Richard J. Torraco and Dave Hamilton
The educational pipeline, rather than viewing K-12 and postsecondary education as separate entities, views student progress as a continuum leading from high school into postsecondary education and through to the completion of a degree. However, there are significant leaks at several points along the educational pipeline. This session discusses why so many are lost from our education system and introduces two new approaches to fixing the leaky educational pipeline.

Regent E   *College Men's Involvement in Sexual Violence Prevention - Jan Deeds*
Interviews were conducted with college men to identify their perceptions of sexual violence within the college community and their experiences with sexual violence prevention education. Five themes emerged as important for engaging men in sexual violence prevention. Applications to campus program development and future research will be discussed.

College Students' Perceptions about Age and Dress: A Co-curricular Approach - Harriet McLeod and Jan Deeds
A co-curricular approach challenged students to identify rules they use to categorize appropriate dress (law-abiders) or inappropriate dress (outlaws) based on age. This teaching strategy connected in-class instruction and out-of-class experience, made students active agents in their learning experience, and required instructors to critically examine their assumptions.

Regent F   *Using Business Administration Degree Programs and Services to Better Serve Rural Women Business Owners and Entrepreneurs - Margareta Smith Knopik*
Recommendations have been developed that are intended to provide guidance and suggestions for business administration programs to better serve female small business owners and entrepreneurs in rural, agricultural-based areas.

Women Building Social Capital: Facilitators and Barriers - Tammy Moerer
Graduate students at the College of Saint Mary, through a research grant provided by the Women's Fund of Greater Omaha, have conducted a research study to explore how women use social capital in today's workplace and how they can use social capital more effectively. The research presented in this session addresses how women can use social capital to overcome systemic issues that have been regarded as barriers in the business environment.

Chancellor 1   *Food for Thought? Let's Try Something Else: An Educator's Role in the Prevention of Childhood Obesity - Misty Schwartz*
This presentation explores the background of obesity in children and how educators, parents and healthcare providers can work together to create a healthier school environment. The challenges of changing patterns of food as incentive is discussed and practical, innovative alternatives for various age groups are provided.

The Transition of Novice Nurse Educators: A Grounded Theory Study - Anne Schoening
In the face of a national nursing shortage, universities are turning away applicants in record numbers due to a lack of qualified nursing faculty. This grounded theory study examines the transition from nurse clinician to educator and may provide a framework for future development of faculty recruitment and retention programs.

Chancellor 2/3　　*The Dissertation is Defended, What Now? Publishing from Dissertation Research- Rachelle Winkle-Wagner*
The dissertation demonstrates one's ability to conduct original empirical work. After the dissertation defense, many feel overwhelmed by the prospect of attempting to publish from this research. This presentation offers suggestions for publishing from dissertation work, particularly focusing on how to convert a dissertation into a published book manuscript.

3:30 - 4:25

Regent B　　*Succeeding in Spite of Sabotage: Women Leaders Share Their Stories- Barbara L. Brock*
Have you experienced career sabotage by another woman or observed women sabotaging other women's careers? You are invited to participate in a study during this session by sharing your story with a group during the session or completing a personal interview or written narrative at a later time.

Regent C　　*Issues in Matching Doctoral Advisors and Doctoral Students – Brent Cejda, Rachelle Winkle-Wagner, Rich Torraco, Miles Bryant*
Once an applicant to a doctoral program has been accepted, the faculty of the department have procedures for locating an advisor for that student. This may happen directly after acceptance. The assignment of the advisor may take place at a later point in time. This session will be a focused conversation about this topic. All who are interested in expanding their perspectives about this critical piece of doctoral education are invited to participate.

Regent D　　*Exploring Relationships between AVID Professional Development, Teacher Leadership, and School Culture and Climate – Karen M. Watt*

This session explores the relationship between professional development and teacher leadership in a sample of several thousand middle school and high school teachers from schools implementing the AVID program. Teachers' perceptions of school culture and climate and AVID's impact on each are considered.

Identifying Attributes of Teacher Leaders within the AVID Program: A Survey of School Principals - Shirley Mills, Karen M. Watt
By analyzing quantitative data collected from middle school and high school principals from across the country, this session identifies leadership attributes that principals believe best exemplify a teacher leader. Additionally, this research examines whether female administrators view teacher leadership differently than male administrators do.

Regent E　　*Come Tell Us Your Story: A W(h)ine and Cheese Celebration - Sandra Tonnsen, Ann Alexander, and Jacque Jacobs*
This session is an opportunity for participants to share their stories with the facilitators/researchers and to network with colleagues in an informal setting. Its focus is on those attendees who have moved back and forth among academic (K-12 and higher education) and administrative careers.

Regent F　　*So Many Books, So Little Time: Literature for the Continued Professional Development of Women in Educational Leadership - Maria Banda Roberts, and Anita Pankake*
This session offers reviews of books for the continuous learning of women in educational leadership, including works from the feminist perspective, some specific to education, and others with a more generic organizational perspective. A paper including the review of each book and a section describing the common themes connecting the works are provided to participants.