Sunday

- 11:45-12:45pm
  Session 13
  Exhibit All Day

1. 9:00-9:30am
   Session 12

2. 9:15-10:15am
   Session 11
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

3. 10:45-11:45am
   Session 7
   Presentation
   Session 8
   11:45-12:15pm
   Session 7
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

4. 9:45-10:45am
   Session 4

5. 9:30-11:45am
   Session 11

6. 8:00-8:30pm
   Presentation
   Session 7
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

Herbert A. Simon
Innovative Address
International Ballroom
Convention Hall

Friday

- 11:45-12:45pm
  Session 13
  Exhibit All Day

1. 9:00-9:30am
   Session 12

2. 9:15-10:15am
   Session 11
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

3. 10:45-11:45am
   Session 7
   Presentation
   Session 8
   11:45-12:15pm
   Session 7
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

4. 9:45-10:45am
   Session 4

5. 9:30-11:45am
   Session 11

6. 8:00-8:30pm
   Presentation
   Session 7
   Symposium
   Graduates Student
   12:00-6:00pm
   1:00-8:00pm
   8:00-9:30pm
   Convention Hall

Heinrich A. Gruen
Innovative Address
International Ballroom
Convention Hall

Saturday
UCEA CONVENTION '91

Challenging Conventional Assumptions About Schooling: Implications for Preparing School Leaders

Baltimore, MD
Omni-Inner Harbor Hotel
Charles Center Plaza
October 25-27, 1991

Co-hosted with
The University of Maryland

The University Council for Educational Administration
212 Rackley Building
University Park, PA 16802-3200

Front Cover: University of Maryland
Holzapfel Hall
CONTENTS

Committee/Staff Identification ............................................. 2
Welcome ........................................................................... 3
Registration Information ....................................................... 5
Housing and Transportation .................................................... 5
Baltimore Area Map ............................................................... 6
About Baltimore Area ............................................................ 6
Exhibitors ........................................................................... 7
Proposal Reviewers ............................................................... 8
PROGRAM Convention '91 .................................................... 10
Jack A. Culbertson Award ..................................................... 29
UCEA Past Presidents ........................................................... 30
UCEA Member Universities .................................................... 31
UCEA Program Centers ........................................................ 32
Advertising .......................................................................... 33
Participants and Sessions ....................................................... 36

1991 CONVENTION WELCOME

I am extremely pleased to welcome you to UCEA's fifth annual convention. This year's program, which focuses on the theme "Challenging Conventional Assumptions About Schooling: Implications for Preparing School Leaders," promises to entice us to think about schools and their leaders in ways which will insure that the needs of all students are met. The UCEA Convention, in its relatively short yet dynamic history, has provided a necessary forum for professors and other educators involved in preparing school leaders to discuss, debate, and plan for the future of educational administration. I am confident that this year's convention will again advance our thinking and assist us in examining and questioning our conceptions of schools and schooling and our assumptions about people and the purposes of schools in an increasingly diverse, complex context.

The UCEA is proud of its history and tradition of providing leadership to professors engaged in the preparation of school administrators and leaders. To continue its work of recent years which set forth a student reform agenda, UCEA recently established a steering committee to oversee the development of the knowledge base in educational administration. This project is critical to the future of the field of educational administration.

The ideas and issues addressed and presented during Convention 1991 will assist us in getting on with this long overdue and critical task. Join us in our efforts, participate in the debates, challenge our thinking, offer suggestions, and, by all means, enjoy the Convention.

Gail T. Schneider

Welcome to Maryland! I am pleased to welcome the participants of the UCEA 1991 Convention on behalf of the College of Education at the University of Maryland College Park.

Our college has been actively involved in a variety of initiatives and activities to enhance our educational programs for the current population of our schools. The doctoral and master's degree programs in administration and supervision have been redesigned in order to be more responsive to the needs of school systems while also providing for differentiation of concentration for graduate students dependent upon their career goals. The program provides for doctoral study throughout the State as well as at the College Park campus. Teacher preparation programs are being redesigned consistent with the direction of the Holmes initiative. Faculty within all seven of our departments are actively involved in research and development activities on topics critical to the contemporary educational environment. Much of this activity is collaborative with schools and school systems in order to more effectively and realistically address relevant issues in the schools.

I know that you will have a successful conference. I look forward to meeting you and wish you well in your program and conference deliberations.

Jean R. Hebeler

UESA STAFF

Patrick B. Forsyth
Jan K. Nuetzel
Bobbi J. Bennett

Executive Director
Business Manager
Instructional Materials Clerk
REGISTRATION

Advance Registration: Use the accompanying form to register in advance, and to purchase banquet tickets. Please note that banquet tickets will not be available for purchase on-site. Advance registrations must be received at UCEA headquarters by October 4, 1991. After that date, fees will be increased by $5.00 for all registrants. The first convention session begins at 6:00 p.m., Friday, October 25 with an invited address by Henry A. Giroux. The last session ends at 12:45 p.m., Sunday, October 27. Badges and banquet tickets will be mailed to advance registrants. (PSRs should note that the annual UCEA Plenary Session will convene at 8:00 a.m. on Friday, October 25.) Requests for refunds will not be considered after October 4.

On-Site Registration: Although fees will be increased as noted above, on-site registration will be possible at a desk located in the ballroom foyer. Banquet tickets must be purchased in advance and will not be available on-site. Plastic badge holders will be available at the registration desk.

HOUSING AND TRANSPORTATION

Participants are responsible for their own transportation and housing arrangements. For group rates at the Omni Inner Harbor Hotel call 1-800-843-6664 and be certain to identify yourself as a UCEA conventioneer. Reduced rates for the group are $97.00 for single or double occupancy per night, plus applicable taxes. To receive these special group rates, reservations must be received by the hotel by September 25, 1991. Reservations received after that date will only be accepted on a space and rate available basis. Check-in time is 3:00 p.m. and check-out (for UCEA participants only) is 12 noon.

The address of the Omni Inner Harbor Hotel is 101 West Fayette Street, Baltimore, MD 21201, ATTN: Reservations Manager. Phone: (301) 752-1100.

The Omni Inner Harbor Hotel is located in the Charles Center Plaza in Baltimore. The hotel is 8 miles, 20 minutes from the Baltimore/Washington International Airport (BWI). Ground transportation from the airport includes BWI shuttle express vans providing continuous service to and from the Omni at a fare of $6.50 one way and $12.00 round trip, and taxi (approximately $15.00). The hotel is 10 minutes from Penn Station, a $3.00 taxi ride. By car, the Omni is accessible via I-95, I-695, I-70, I-83, US 40, and 301.
Antique heaven is to be found in historic Antique Row (700-800 block of North Howard Street and the 200 block of West Read Street), which is the location of more than 60 dealers of fine quality antiques and collectibles from 18th century to art deco.

At Fells Point, a neighborhood of 18th century homes, there are countless specialty shops to explore during the day and rows of lively pubs to enjoy at night. As one of the nation's oldest surviving seaport communities, Fells Point also boasts some of the nation's best seafood restaurants. Don't leave Maryland without sampling the rich-tasting native blue-fish, hearty crab soup, local flounder, soft shell-crabs and the silky textured meat of Chesapeake Bay's blue crabs.

The Baltimore Zoo (Druid Hill Park) is home to over 1,200 exotic birds, mammals and reptiles, and features the largest colony of African black-footed penguins in the United States.

The population of Baltimore is 786,775; the metro area population is 2,219,550.

EXHIBITORS

Exhibits will be open all day Saturday, October 26, 8:00 a.m. - 6:00 p.m. in Ballroom D, Lobby Level.

Publishing Houses

AASA
AERA
Allyn and Bacon
Corwin Press/Sage
ERIC Clearing House on Educational Management
Jossey-Bass Publishing Company
Longman Publishing Group
McCUTCHEON Publishing Company
Macmillan Publishing Company
Routledge, Chapman, & Hall
Teachers College Press
UCEA, Inc.

Instructional Materials

Professors who have developed unique instructional materials are invited to display them in the exhibit area. No advance arrangements are necessary.
PROPOSAL REVIEWERS

The following individuals generously contributed to the success of this program by carefully reviewing proposals for symposia, papers and alternate format sessions. The program committee and UCEA staff express their appreciation.

Reviewer

Affiliation

Lynn K. Arney
Oklahoma State University

University of Virginia
Terry A. Astuto
St. John's University
Virgil E. Blank
Ohio State University
Paul V. Broedson
U. of Wisconsin-Madison
Leonard C. Burrello
Indiana University
Colleen A. Capper
U. of Wisconsin-Madison
Edward W. Chance
University of Oklahoma
Delbert K. Clear
U. of Wisconsin-Milwaukee
Mary Jane Connelly
University of Tennessee
Bruce S. Cooper
Fordham University
Paula A. Cordeiro
University of Connecticut
George J. Crawford
University of Kansas
Joan L. Curcio
University of Florida
Fenwick W. English
University of Cincinnati
Nancy A. Evers
University of Cincinnati
Walter J. Foley
University of Iowa
Connie L. Fulmer
Northern Illinois University
Alan K. Gaynor
Boston University
Joella Gipson-Simpson
Wayne State University
Walter H. Gmelch
Washington State University
John T. Greer
Georgia State University
Burnis Hall, Jr.
Wayne State University
J. John Harris, III
University of Kentucky
Ann W. Hart
University of Utah
Richard V. Hatley
University of Missouri
Camilla A. Heid
University of Maryland
E. A. (Ted) Holdaway
University of Alberta
Richard L. Hooker
University of Houston
Jess E. House
University of Toledo
Wayne K. Hoy
Rutgers University
Larry W. Hughes
University of Houston
Barbara L. Jackson
Fordham University
Stephen L. Jacobson
SUNY-Buffalo
C. Philip Kearney
University of Michigan
Robert B. Kotkamp
Hofstra University
William J. Kriek
U. of Wisconsin-Milwaukee
Donald H. Layton
SUNY-Albany

Reviewer

Affiliation

Lawrence E. Leak
University of Maryland
Kofi Lomotey
SUNY-Buffalo
Karen Seashore Louis
University of Minnesota
Muriel Mackett
Northern Illinois University
Betty Malen
University of Washington
Martha M. McCarthy
Indiana University
Maureen W. McClure
University of Pittsburgh
Mike Milstein
University of New Mexico
Cecil G. Miskel
University of Michigan
Brad Mitchell
Ohio State University
Thomas A. Mulkeen
Fordham University
Rodney T. Ogawa
University of Utah
Sally B. Pancrazio
Illinois State University
Anita M. Pankake
Kansas State University
Laurence J. Parker
Temple University
Barbara N. Pavan
Temple University
Kent D. Peterson
U. of Wisconsin-Madison
Philip K. Pielc
University of Oregon
Paul A. Pohland
University of New Mexico
Nona A. Prestine
University of Illinois
Ruth E. Randall
University of Nebraska
J. Theodore Repa
New York University
Pedro Reyes
University of Texas-Austin
Richard W. Saxe
University of Toledo
Richard A. Schmuck
University of Oregon
Gail T. Schneider
U. of Wisconsin-Milwaukee
Martin W. Schoppmeyer
University of Arkansas
Jay D. Scribner
University of Texas-Austin
Charol Shakeshaft
Hofstra University
Joan Poliner Shapiro
Temple University
Paula Myrick Short
Auburn University
Robert O. Slater
Texas A & M University
Robert T. Stout
Arizona State University
C. John Tarter
St. John's University
Neil D. Theobald
University of Washington
David C. Thompson
Kansas State University
Paul W. Thurston
University of Illinois
Sayre Uhler
Fordham University
Julie Underwood
U. of Wisconsin-Madison
Eddy J. Van Meter
University of Kentucky
Philip T. West
Texas A & M University
R. Craig Wood
University of Florida
James R. Yates
University of Texas-Austin
Philip Zodhiates
University of Illinois
CONVENTION '91
PROGRAM

Convention Registration
FRI 12:00 noon - 6:00 pm Promenade, Lobby Level

FRI 11:00 - 5:00 pm Presession 1.1 Pratt, Lower Level

GRADUATE STUDENT SYMPOSIUM

Symposium: Challenging Conventional Assumptions about Schooling (Participation limited to invited nominees.)

Presenters:
Ann W. Hart, University of Utah
James Bliss, Rutgers University

Discussion Leaders:
David L. Clark, U. of North Carolina at Chapel Hill
Gail C. Furmin, Washington State University
Camilla A. Heid, University of Maryland
Lawrence E. Leak, University of Maryland

Symposium Chair: Laurence J. Parker, Temple University

FRI 3:30 - 5:00 pm Presession 1.2 Douglas, Lower Level

Symposium: Research Thrusts of UCEA's Program Centers

Panelists:
Walter H. Gmelch
Center for the Study of the Department of Chair in Educational Administration, Washington State University

M. Scott Norton
Center on Patterns of Professional Preparation in Educational Administration, Arizona State University

Richard A. Schmuck
Center on Organizational Development in Schools, University of Oregon

Frederick C. Wendel
Center on Assessment Center Methodology, University of Nebraska at Lincoln

Moderator: David C. Thompson
Center for the Study of Educational Finance, Kansas State University

FRIDAY, OCTOBER 25/SATURDAY, OCTOBER 26

FRI 6-7:30 pm Session 2.1 International Ballroom, Lobby Level

OFFICIAL CONVENTION OPENING AND INVITED ADDRESS

Presider: Gail T. Schneider, UCEA President
Welcomes: J. Robert Dorfman, Vice President for Academic Affairs and Provost, University of Maryland
Jean R. Hebele, Acting Dean
University of Maryland
Patrick B. Forsyth, Executive Director
UCEA

Introduction: David L. Clark, U. of North Carolina at Chapel Hill

Invited Address:

Henry A. Giroux
"Educational Administration Leadership in the Promise of Democracy"


FRIDAY, OCTOBER 25

Reception Honoring UCEA Past Presidents
FRI 8:00-9:30 pm Session 3.1 Liberty Ballroom, Lobby Level
Hosting: Terry A. Astuto, Convention Chair and UCEA President

SATURDAY, OCTOBER 26

Convention Registration
SAT 7:30 - 9:00 am Promenade, Lobby Level

EXHIBITS 7:00 am - 6:00 pm Ballroom D, Lobby Level
• Coffee and roll concession area available all day
Symposium: Beyond School Restructuring: A Multi-Actor View of the Devolution of Authority
- Students, Choice, and the Creation of Community: The Case of the Richard Green High School for Teaching
  Roberta Trachtman, Fordham University
- Teacher Leadership and the Restructured School
  Bruce S. Cooper, Fordham University
  Sharon Conley, University of Arizona
  Justo Robles, California Teachers' Association
- The Essential Principal in the Essential School: Restructuring, Role Strain, and the New School Curriculum
  Nona A. Prestine, University of Illinois

Discussion Leader: Eddy J. Van Meter, U. of Kentucky

Paper Session: At-Risk Students: Educational Policies and Reform
- Comprehensive Education Policy Collaboration: Elements of an Agenda for Research, Development, and Action
  Charles L. Willis, Wright State University
- The Dynamics of Educational Reform: Simulation Studies of Educational Policy
  William M. Ammentorp, University of Minnesota
  Tim L. Mazzoni, University of Minnesota
  Victoria Snyder, Osseo Public Schools
- Emerging Models of Schooling for At-Risk Students: Promises, Limitations, and Recommendations
  Thomas G. Chenoweth, Portland State University

Discussion Leader: Brad Mitchell, Ohio State University

Symposium: Minority Leadership of Majority-Dominant Schools in the Contemporary Era of School Reform
- Things They Don't Teach and Tell You About Superintending
  Frank Brown, U. of North Carolina at Chapel Hill
  Richard Hunter, U. of North Carolina at Chapel Hill
- Instructional Leadership for School Improvement: A Minority Perspective
  John F. Heflin, Portland State University
- Personal Dimensions of Minority School Leadership for Educational Change
  A. Reynaldo Contreras, Indiana University
  Camilla A. Heid, University of Maryland

Discussion Leaders:
  J. John Harris III, University of Kentucky
  Leonard A. Valverde, U. of Texas at San Antonio

Symposium: The University of Utah's Field-Based Doctoral Program: A Multi-Dimensional Approach to Advanced Administrative Preparation
- Diane G. Ponder, University of Utah
- Rodney T. Ogawa, University of Utah
- Riley O'Neil, University of Utah
- Kerrie Naylor, University of Utah

Discussion Leader: Richard A. Schmuck, U. of Oregon

Symposium: Doctoral Research That Has Implications for the Preparation of School Administrators
- Gender and Supervision
  Andrew Perry, Merrick Public Schools
- Career Paths of Male and Female Administrators
  Clara Goldberg, Massapequa Public Schools
- Weaving a Tapestry: Stories Women Are Told
  Patricia Randall, Herricks Public Schools
- The Young School Principal
  Phyllis S. Harrington, East Meadow Public Schools

Discussion Leader: Charol Shakeshaft, Hofstra University
SAT Symposium: Challenging Assumptions in Designing Programs for Preparing Educational Leaders

- Testing Our Values: Statements of Beliefs that Underlie Leadership Preparation
  Katheryn S. Whitaker, U. of Northern Colorado
- Framing a Knowledge Base for Beginning Educational Leaders
  Richard A. King, University of Northern Colorado
- Ted Nicholson, University of Northern Colorado
- Changing Modes of Delivery in Educational Administration Programs: The Importance of Modeling and Adult Learning Theory
  Rosemary Caffarella, U. of Northern Colorado
- Incorporating Alternative Assessment Measures in an Educational Leadership Preparation Program: Portfolios and Educational Platforms
  Bruce G. Barnett, University of Northern Colorado
- Identifying the Conditions Needed for Change in Educational Leadership Preparation
  John C. Daresh, University of Northern Colorado

Discussion Leaders:
  John T. Greer, Georgia State University
  Dick Weindling, Create Consultants, London, England

SAT 8:00-9:30 am  Session 4.7  Schaefer, Cabana Level

SAT Symposium: Programmatic and Conceptual Implications of Total Immersion Programs for African-American Children

Ken Holt, Milwaukee Public Schools
Leah Hasty, Baltimore Public Schools

Discussion Leader:
Donald O. Leake, U. of Wisconsin-Madison

SAT 8:00-9:30 am  Session 4.8  McKeldin, Cabana Level

Paper Session: Public Choice Studies

- Challenging the Assumption that Choice is All That Freedom Means: A French Case Study
  Frances C. Fowler, Miami University
- Parents and Public Choice Schools: Findings from National Data
  Mary E. Driscoll, University of Illinois at Chicago
- Choice in Education: The Wisconsin Experience
  Julie K. Underwood, U. of Wisconsin-Madison

Discussion Leader:
Philip Zodhiates, University of Illinois

SAT 8:00-9:30 am  Session 5.1  Promenade, Lobby Level

SAT 9:30 - 9:45 am  Session 5.2  Promenade, Lobby Level
Morning Break - Coffee Concession

SAT Symposium: Science Curriculum Reform: Reactions from and Implications for Educational Administration

Andrew Ahlgren, American Association for the Advancement of Science
William L. Boyd, Pennsylvania State University
Joseph F. Murphy, Vanderbilt University
Rodney T. Ogawa, University of Utah
Charol Shakeshaft, Hofstra University

Discussion Leader:
Robert B. Donmoyer, Ohio State University

SAT 8:00-9:30 am  Session 6.1  Pratt A, Lower Level

SAT Symposium: Action Research, Simulations, and Case Studies in Administration

- Action Research as an Instrument for the Preparation of Educational Leaders for Restructured Schools
  Beverley B. Geltner, Oakland University
- The Place of Simulation in Administrative Training: The Need for Case Studies
  Marcia M. Norton, SUNY-New Paltz
  David A. Erlandson, Texas A & M University
SATURDAY, OCTOBER 26

- Practitioners as Case Researchers and Writers
  Donald B. Reed, Washington State University
  Marion E. Hannaford, Washington State University
  Discussion Leader: Robert T. Stout, Arizona State University

SAT 9:45-11:15 am Session 6.5 Peale, Lower Level

Symposium: Is It Time for a New Professional School for the Preparation of Educational Leaders?
  Marilyn Grady, University of Nebraska
  Ward Sybouts, University of Nebraska
  John Prasch, University of Nebraska
  Discussion Leader: Ron G. Joekel, University of Nebraska

SAT 9:45-11:15 am Session 6.6 D' Alessandro, Cabana Level

Symposium: Conflicts in Autonomy, Accountability, and School Improvement
- Professional Autonomy and External Accountability: A Case Study of Conflict in the Reform Rhetoric
  Robert B. Stevenson, SUNY-Buffalo
- Education for the Next Century: A Critical Analysis of a Provincial School Improvement Program
  Carolyn M. Shields, University of Saskatchewan
  Erle E. Newton, University of Saskatchewan
- Fact and Fancy of Wisconsin's Accountability Reporting Standard: A Comparison of Two Suburban Districts
  Roberta L. Derlin, U. of Wisconsin-Milwaukee
  Discussion Leader: David C. Thompson, Kansas State University

SAT 9:45-11:15 am Session 6.7 Schaefer, Cabana Level

Symposium: Preliminary Findings of a Study of the Danforth Programs for the Preparation of Principals: Implications for the Profession
  Paula A. Cordeiro, University of Connecticut
  Jo Ann Krueger, University of New Mexico
  David Parks, Virginia Polytech Institute
  L. Nan Restine, Western Kentucky University
  Peter Wilson, Danforth Foundation
  Discussion Leader: Virgil E. Blanke, Ohio State University

SAT 9:45-11:15 am Session 6.8 McKeldin, Cabana Level

Paper Session: Gender and Race Issues

SATURDAY, OCTOBER 26

- The School Reform Reports and Commissions: Where is Gender?
  Barbara L. Jackson, Fordham University
- The Sources of Administrative Training in the Preparation of Building Level Administrators
  Kimberly A. Soranno, Melvindale-Northern Allen Park School
- Gender and Race Diversity Among Educational Administration Candidates: A Case for Multivariate Strategies for Equity in Leadership
  Donna M. Schmitt, Eastern Michigan University
- Gender and Race Diversity Among Educational Administration Candidates: A Case for Multivariate Strategies for Equity in Leadership
  Carole A. Veir, University of Texas at Austin
  Discussion Leader: Joan Poliner Shapiro, Temple University

SAT 11:30-12:45 pm Session 7.1 Pratt A, Lower Level

Town Meeting: An Open Challenge to the Field of Educational Leadership to Mainline Information Technology: A Town Meeting to Bring Together Technophobes, Techno-Indifferents, and Technophiles
  Frederick P. Frank, Northern Illinois University
  Connie L. Fulmer, Northern Illinois University
  Muriel Mackert, Northern Illinois University

Resolutions:
1. Be it resolved that information technology can and should be fully integrated into the field of educational administration because it constitutes a powerful and essential “process and product” tool, the effective use of which will enable professors, students, and practitioners to make new contributions to reforming student learning, schools, leadership, and preparation programs.
2. Therefore, be it further resolved that:
   a. All students of educational administration should be required to pass an entrance competency test in information technology upon entering a degree or certification program.
   b. All students of educational administration should be required to pass an exit competency test in information technology at the conclusion of their degree or certification program.
   c. All professors of educational administration should be required to pass a competency test and be “certified” in information technology.
   d. All educational leadership programs should meet standards of inclusion of information technology skills, processes and content across the curriculum or in courses which focus on information technology per se.
SAT 11:30-12:45 pm Session 7.2 Hopkins, Lower Level

In the Name of Excellence: Report and Discussion with the Author

Thomas Toch, US News and World Report
Discussion Leader: David L. Clark, U. of North Carolina at Chapel Hill

SAT 11:30-12:45 pm Session 7.3 Douglas, Lower Level

Preparing Academic Leadership for Reform: A National Study of Department Chairs
Walter H. Gmelch, Washington State University
James B. Carroll, Washington State University

SAT 11:30-12:45 pm Session 7.4 Schaef er, Cabana Level

Action Lab: Integrating Women’s Perspectives Across the Educational Administration Curriculum
Marilyn A. Tallerico, Syracuse University
Charol Shakeshaft, Hofstra University

SAT 1:00-2:30 pm Session 8.1 Pratt A, Lower Level

Paper Session: Culture, Vision, and School Reform
- Managing Context and Developing Culture in Schools
  Leonard C. Burrello, Indiana University
  Ulrich C. Reitzug, Ball State University
- The Role of Professors in Shaping the Institutional Bases of Educational Reform
  E. Ann Adams, University of Utah
  Rodney T. Ogawa, University of Utah
- The Vision Thing and School Restructuring
  David T. Conley, University of Oregon
  Diane M. Dunlap, University of Oregon
  Paul Goldman, University of Oregon
Discussion Leader: Wayne K. Hoy, Rutgers University

SAT 1:00-2:30 pm Session 8.2 Pratt B, Lower Level

Symposium: An Alternative Proposal for Preparing School Administrators
- Lessons Learned
  Thomas A. Mulkeen, Fordham University
- Exciting Leaders for Tomorrow’s Schools: An Alternative Proposal

SAT 1:00-2:30 pm Session 8.3 Hopkins, Lower Level

Symposium: New Schools, New Teacher Work Roles: Implications for Administrators and Leadership
- Teacher Decision Making at the District Level: An Educational Policy Trust Agreement in Action
  Mark A. Smyle, University of Illinois at Chicago
- Workplace Predictors of Career Satisfaction of Teachers on Different Rungs of a Career Ladder
  Sharon C. Conley, University of Arizona
- Teacher Leaders: Who’s the Administrator Here?
  Bruce S. Cooper, Fordham University
Discussion Leader: Ann W. Hart, University of Utah

SAT 1:00-2:30 pm Session 8.4 Douglas, Lower Level

Reflections on and Reflective Thinking in Leadership
- First Year of the First Principalship: A Testing Time for Preparation Programs
  Ross Thomas, University of New England
  Alda Hornsey, University of New England
- Critical Reflective Thinking as a Means of Professional Development
  Paula M. Short, Auburn University
  James S. Rinehart, Auburn University
- Come, Let Us Reflect Together: A Study of Administrators at Different Levels Meeting to Reflect
  Robert B. Kottekamp, Hofstra University
  Janet L. Miller, Hofstra University
Discussion Leader: Maureen W. McClure, University of Pittsburgh

SAT 1:00-2:30 pm Session 8.5 Peale, Lower Level

Paper Session: Multicultural Awareness
- Interactive Exercises: A Technique for Promoting Multi-Cultural Awareness and Reducing Conflict for School Administrators
  Launea F. Roberts, Jr., Texas Southern University
- Interface of Global Education and Multicultural Education: Knowledge Base for Educational Leaders
  Ruth E. Randall, University of Nebraska-Lincoln
  Jean S. Aigner, University of Nebraska-Lincoln
  Patricia A. Nelson, University of Nebraska-Lincoln
**SATURDAY, OCTOBER 26**

**SAT 1:20 pm  Session 8.6  D'Alesandro, Cabana Level**

**Paper Session:** Assessing School Leaders: Potential and Performance

- Upgrading the Cohort: A Model for Admissions  
  **Paul A. Pohland,** University of New Mexico
- Assessing Educational Leadership Potential: Just How Generic Are the Skills?  
  **Robert Bauer,** Valdosta State College  
  **Robert Lester,** Georgia Christian School  
  **Robert O. Michael,** Valdosta State College  
  **India Podesen,** Georgia State University
- Changing Assumptions and Models in Evaluating School Leaders: A Portfolio Approach to Administrator Appraisal  
  **Michael W. Martin,** U. of Colorado at Denver

**Discussion Leader:**  
**Richard V. Hatley,** University of Missouri

**SAT 1:30 pm  Session 8.7  Schaefer, Cabana Level**

**Symposium:** Educational Values and Administrative Action: Practitioners Redefining their Organizations  
- **Debra L. Jackson,** Marlboro Central School District  
- **Sandra Kolk,** Mahopac School District  
- **Edward Fuhrman,** Nanuet Union Free School District

**Discussion Leader:**  
**William P. Foster,** University of San Diego

**SAT 1:30 pm  Session 8.8  McKeldin, Cabana Level**

**Symposium:** Challenging Assumptions about Economies of Scale and “Smallness” Policy in School Organization  
- **David K. Wiles,** SUNY-Albany  
- **Austin D. Swanson,** SUNY-Buffalo  
- **Stephen L. Jacobson,** SUNY-Buffalo  
- **Alfred Cali,** SUNY-Albany

**Discussion Leader:**  
**R. Craig Wood,** University of Florida

**SAT 2:30 - 2:45 pm  Session 9.1  Promenade, Lobby Level**  
**Afternoon Break - Refreshments Concession**

---

**SATURDAY, OCTOBER 26**

**SAT 2:45-4:15 pm  Session 10.1  Pratt A, Lower Level**

**Symposium:** Recession Meets Reform: The Role of Teachers' Unions in an Era of Uncertainty  
- The Future of Reform and the Role of Unions  
  **Charles Russo,** Fordham University  
- Trust Agreements: Making School District Policy Flexible  
  **Mary Ann Somerville,** Morgan Hill School Board  
  **Julia E. Koppich,** U. of California at Berkeley  
  **Charles T. Kerchner,** Claremont Graduate School  
- Will the NEA and AFT Merge? Case Studies from New York and Wisconsin  
  **Bruce S. Cooper,** Fordham University

**Discussion Leader:**  
**Charles T. Kerchner,** Claremont Graduate School

---

**SAT 2:45-4:15 pm  Session 10.2  Pratt B, Lower Level**

**Paper Session:** Challenging Conventional Administrator Preparation Programs  

- Challenging Conventional Assumptions about the Preparation Programs for Aspiring Superintendents  
  **Daniel C. Douglas,** University of Toledo  
- Curriculum Reform in Administration: Fantasy or Frustration  
  **Julie K. Underwood,** U. of Wisconsin-Madison  
  **Maureen A. Noonan,** U. of Wisconsin-Madison
- Challenging the Wisdom of Conventional Principal Preparation Programs, and Getting Away With It (So Far)  
  **Kenneth A. Sirotnik,** University of Washington  
  **Kathy K. Mueller,** University of Washington

**Discussion Leader:**  
**James R. Yates,** University of Texas at Austin

---

**SAT 2:45-4:15 pm  Session 10.3  Hopkins, Lower Level**

**Symposium:** In High Hopes of Collaboration  
- **Uri L. Zagumennov,** Byelorussian Republican Institute, BSSR, USSR  
- **Michael I. Demchuk,** Minister of Education, BSSR, USSR  
- **Rem I. Rumyansev,** Byelorussian Republican Institute, BSSR, USSR

**Discussion Leader:**  
**Cecil G. Miskel,** U. of Michigan
**SATURDAY, OCTOBER 26**

**SAT 2:45-4:15 pm**  **Session 10.4**  **Douglas, Lower Level**

**Paper Session:** Urban Education: Case Studies of Systems and Individuals
- Creating an Effective School District: A Case Study
  **Edward W. Chance,** University of Oklahoma
- Urban Lives: Constructions, Representations, and Lived Realities
  **Colleen L. Larson,** Indiana University
- Decentralizing an Urban School System: Changing Roles and Responsibilities in a Dynamic and Unstable Environment
  **Delbert K. Clear,** U. of Wisconsin-Milwaukee
  **William J. Kritek,** U. of Wisconsin-Milwaukee
  **Gail T. Schneider,** U. of Wisconsin-Milwaukee
- Preparing the Next Generation of School Administrators in our Major Population Centers
  **J. Theodore Repa,** New York University

**Discussion Leader:**  **Kofi Lomotey,** SUNY-Buffalo

**SAT 2:45-4:15 pm**  **Session 10.5**  **Peale, Lower Level**

**Symposium:** Perspectives on the Internship and Field Supervision
- **James A. Conway,** SUNY-Buffalo
- **Jo Ann Krueger,** University of New Mexico
- **Ivan Muse,** Brigham Young University

**Discussion Leader:**  **John W. Brubacher,** University of Connecticut

**SAT 2:45-4:15 pm Session 10.6**  **D'Alesandro, Cabana Level**

**Paper Session:** School Site Research
- Using School-Site, Contextual Research in Building a New Educational Administration Paradigm
  **John L. Keedy,** West Georgia College
- Levels of Environmental Uncertainty of a Site Based Management School within a Minority/Majority Context
  **Abasal Antelo,** University of Texas at San Antonio
  **Martha N. Ovando,** University of Texas at Austin
- Leading Empowerment
  **Zarif Bacilius,** St. John's University
  **C. John Tarter,** St. John's University

**Discussion Leader:**  **Pedro Reyes,** U. of Texas at Austin

**SAT 2:45-4:15 pm Session 10.7**  **Schaefer, Cabana Level**

**Symposium:** Preparing Educational Leaders: A Departmental Response
- **Thomas D. Gougeon,** University of Calgary
- **Robert R. O'Reilly,** University of Calgary
- **Rodney P. Evans,** University of Calgary

**Discussion Leaders:**
- **Walter H. Gmelch,** Washington State University
- **John C. Daresh,** University of Northern Colorado

**SAT 2:45-4:15 pm Session 10.8**  **McKeldin, Cabana Level**

**Paper Session:** Leadership in Empowered Schools
- Assessing Leadership, Decisionmaking, and Organizational Climate: A Study of Teachers' and Principals' Perceptions of Professional Work Environments in Six Teacher-Empowered Schools
  **Paul V. Bredeson,** University of Wisconsin-Madison
- Operationalizing Transformational Leadership: The Behavior of Principals in Fostering Teacher Centered School Development
  **Richard D. Sagor,** Washington State University at Vancouver
- Principals' Perceptions of School Empowerment: What We Say Is What We Are
  **Robert O. Michael,** Valdosta State College
  **John T. Greer,** Georgia State University
  **Paula M. Short,** Auburn University

**Discussion Leader:**  **Barbara N. Pavan,** Temple University

**SAT 4:30-5:45 pm**  **Session 11.1**  **Pratt A, Lower Level**

**Special Interest/Job Alike:** Computer Applications in Educational Administration

**Discussion Leader:**  **Muriel Mackett,** Northern Illinois University

**SAT 4:30-5:45 pm**  **Session 11.2**  **Pratt B, Lower Level**

**Special Interest/Job Alike:** Chairs and Program Leaders

**Discussion Leader:**  **M. Scott Norton,** Arizona State University
SATURDAY, OCTOBER 26

SAT 4:30-5:45 pm  Session 11.3  Hopkins, Lower Level

Special Interest/Job Alike: Teaching School Finance
Discussion Leader:  David C. Thompson, Kansas State University

SAT 4:30-5:45 pm  Session 11.4  Douglas, Lower Level

Special Interest/Job Alike: Teaching School Law
Discussion Leader:  Joan L. Curcio, University of Florida

SAT 4:30-5:45 pm  Session 11.5  Peale, Lower Level

Special Interest/Job Alike: Organizational Theory
Discussion Leader:  C. John Tarter, St. John’s University

SAT 4:30-5:45 pm  Session 11.6  D’Alesandro, Cabana Level

Special Interest/Job Alike: Field Studies in Educational Administration
Discussion Leader:  Karen F. Osterman, Hofstra University

SAT 4:30-5:45 pm  Session 11.7  Schaefer, Cabana Level

Special Interest/Job Alike: Politics and Policy
Discussion Leader:  Donald H. Layton, SUNY-Albany

SAT 6:00-8:30 pm  Session 12.1  International Ballroom
Convention Banquet and Invited Address
(advance purchased tickets required for admission)

Presider:  Terry A. Astuto, UCEA President

* 6:00 p.m.  Dinner
    (Music by the University of Maryland Calbert Chamber Players)
* 7:15 p.m.  Presentation of Jack A. Culbertson Award
* 7:25 p.m.  Introduction of the first Pennsylvania State University Miltifier Lecturer:  Donald J. Willower
* 7:30 p.m.  Penn State Miltifier Lecture:

HERBERT A. SIMON
"Decisionmaking: Rational, Non-Rational and Irrational"

Simon is Richard King Mellon University Professor of computer science and psychology at Carnegie Mellon University. He has published over 600 papers and 20 books and monographs. He received the Alfred Nobel Memorial Prize in Economics in 1978 and the National Medal of Science in 1986.

SUNDAY, OCTOBER 27

SUN 8:00-9:30 am  Session 13.1  Pratt A, Lower Level

Symposium: Organizational Paradigms and School Reform: Conceptual Foundations for Educational Policy
- Paradigm Change and Organizational Learning: Some Implications for Reform in Educational Settings
  Karen Seashore Louis, University of Minnesota
- The Application of Paradigm Theories to the Problem of Reform in Higher Education
  Hasan Simsek, University of Minnesota
- The Reform Paradigm: Exploring the Fuzzy Logic of Educational Administration
  William M. Ammentorp, University of Minnesota
Discussion Leader:  Alan K. Gaynor, Boston University

SUN 8:00-9:30 am  Session 13.2  Pratt B, Lower Level

Symposium: A Chair’s Agenda: Educational Administration Reform
- The University’s Social Responsibility: A Commitment to Reform
  Raymond L. Calabrese, U. of Texas at San Antonio
- Educational Administration Reform: The Chair’s Role
  Nelda Cambisson-McCabe, Miami University
- Taking the Higher Education Political Process: Creating Conditions for Reform
  Thomas A. Mulkeen, Fordham University
- The Creation of a Constructive Debate within Educational Administration Departments
  Walter H. Gmelch, Washington State University
Discussion Leader:  Jay D. Scribner, U. of Texas at Austin

SUN 8:00-9:30 am  Session 13.3  Hopkins, Lower Level

Symposium: Publishing in EAA
Ann W. Hart, University of Utah
Diana G. Ponder, University of Utah
Patrick F. Galvin, University of Utah
Kerrie Naylor, University of Utah

SUN 8:00-9:30 am  Session 13.4  Douglas, Lower Level

Symposium: Preparation Programs for School Leaders: Linkages to Learning
James G. Cibulka, U. of Wisconsin-Milwaukee
William J. Kritek, U. of Wisconsin-Milwaukee
Gail T. Schneider, U. of Wisconsin-Milwaukee  
**Discussion Leader:** Paul V. Bredeson, University of Wisconsin-Madison

**SUN 8:00-9:30 am Session 13.5** Peale, Lower Level

**Paper Session:** Pastiche of Professoral Perspectives  
- Two Half-Loaves: The Organizational and Cognitive Research on Teacher Professionalization  
  **William A. Firestone,** Rutgers University  
- Producing and Reproducing Social Agendas: The Portrayal of Public Schools on American Television  
  **Karen S. Gallagher,** University of Cincinnati  
- The Ability to Pay Issue After 15 Years of Collective Bargaining in Iowa  
  **Walter J. Foley,** University of Iowa  
**Discussion Leader:** Nancy A. Evers, U. of Cincinnati

**SUN 8:30-9:30 am Session 13.6** D'Alesandro, Cabana Level

**Symposium:** Perspectives from the Humanities for Training School Leaders  
- **Patricia A. Brieschke,** Hofstra University  
- **John W. Brubacher,** University of Connecticut  
- **James A. Conway,** SUNY-Buffalo  
**Discussion Leader:** Donald H. Layton, SUNY-Albany

**SUN 8:30-9:30 am Session 13.7** Schaefer, Cabana Level

**Symposium:** Focusing on Teaching and Learning: Implications and Imperatives for Administrator Preparation  
- **Nona A. Prestine,** University of Illinois  
- **Jane C. Lindle,** University of Kentucky  
- **Connie L. Fulmer,** Northern Illinois University  
**Discussion Leader:** Richard A. Schmuck, University of Oregon

**SUN 8:30-9:30 am Session 13.8** McKeldin, Cabana Level

**Symposium:** Race, Racism, and School Reform  
- Perpetual Notions That Won't Go Away  
  **William Moore,** Ohio State University  
- Whose Racism Is It, Anyway?  
  **James J. Scheurich,** Ohio State University  
- School Reform: Challenging the Racial Orthodoxy  
  **Leslie T. Fenwick,** Ohio State University  
**Discussion Leader:** Carol Camp Yeakey, University of Virginia

---

The National Center for Educational Leadership (Harvard University and Vanderbilt University) and the National Center for School Leadership (University of Illinois) have been engaged in a program of research relevant to the challenges of school leadership. The final sessions of the UCEA Convention provide an opportunity for convention participants to hear about the work of each Center, discuss the problems and promise of school leadership research, and provide feedback to the Center staffs.

**SUN 9:45-10:45 am Session 15.1** International AB Lobby Level

**Report on the Work of the National Center for Educational Leadership**

- **Lynn G. Beck,** U. of California at Los Angeles  
- **Lee G. Bolman,** Harvard University  
- **Joseph F. Murphy,** Vanderbilt University  
- **Kathleen Ohde,** National Center for Educational Leadership

**SUN 9:45-10:45 am Session 15.2** Pratt, Lower Level

**Report on the Work of the National Center for School Leadership**

- **Samuel E. Krug,** MetriTech  
- **Martin L. Maehr,** University of Michigan  
- **Douglas R. Mitchell,** U. of California at Riverside  
- **Paul W. Thurston,** University of Illinois  
- **Patricia Tucker-Ladd,** Southwestern Missouri State University

**SUN 9:45-10:45 am Session 16.1** Pratt, Lower Level

**Report on the Work of the National Center for Educational Leadership**

- **Lynn G. Beck,** University of California, Los Angeles  
- **Lee G. Bolman,** Harvard University  
- **Joseph F. Murphy,** Vanderbilt University  
- **Kathleen Ohde,** National Center for Educational Leadership
The 1991 Jack A. Culbertson Award will be presented at the UCEA Convention '91 Banquet, Saturday evening, October 26. The award was established in 1982 to recognize the unique contributions of outstanding junior professors and to honor Jack A. Culbertson, who inspired so many young professors during his tenure as UCEA executive director.

**Past Award Winners**

1983  Patrick B. Forsyth, Oklahoma State University
1984  L. Dean Webb, Arizona State University
1985  Jerri Nowakowski, Northern Illinois University
1986  Joseph Murphy, University of Illinois
1987  Walter H. Gmelch, Washington State University
1988  Charol Shakeshaft, Hofstra University
1989  Carol A. Veir, University of Texas at Austin
1990  Paul V. Bredeson, Pennsylvania State University

The Culbertson Award was organized by former associate directors of UCEA and is coordinated by Donald P. Anderson (The Ohio State University). Former UCEA associate directors serve on the Award Selection Committee on a rotating basis. The 1991 Selection Committee was chaired by Mark R. Shibles (University of Connecticut). Individuals nominated must have been professors for 10 years or fewer and currently serve in a UCEA university. Contributions for which an individual may be nominated include: a) an innovation in administrator preparation, b) a published book, c) instructional materials, d) the development of a new course or program, and e) a completed research project or related product.

Donations to the Culbertson Award Fund are most welcome and may be made by check payable to UCEA Culbertson Award Program, University Council for Educational Administration, 212 Rackley Building, University Park, PA, 16802-3200.
### UCEA PRESIDENTS

<table>
<thead>
<tr>
<th>Name</th>
<th>University</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virgil Rogers</td>
<td>Syracuse University</td>
<td>1956-58</td>
</tr>
<tr>
<td>Walter Anderson</td>
<td>New York University</td>
<td>1958-59</td>
</tr>
<tr>
<td>Truman Pierce</td>
<td>Auburn University</td>
<td>1960-62</td>
</tr>
<tr>
<td>Van Miller</td>
<td>University of Illinois</td>
<td>1962-64</td>
</tr>
<tr>
<td>Richard C. Lonsdale</td>
<td>New York University</td>
<td>1964-66</td>
</tr>
<tr>
<td>Kenneth E. McIntyre</td>
<td>University of Texas-Austin</td>
<td>1966-68</td>
</tr>
<tr>
<td>Willard R. Lane</td>
<td>University of Iowa</td>
<td>1968-70</td>
</tr>
<tr>
<td>J. Alan Thomas</td>
<td>University of Chicago</td>
<td>1970-71</td>
</tr>
<tr>
<td>Samuel Goldman</td>
<td>Syracuse University</td>
<td>1971-72</td>
</tr>
<tr>
<td>E. Wailand Bessent</td>
<td>University of Texas-Austin</td>
<td>1972-73</td>
</tr>
<tr>
<td>Donald J. Willower</td>
<td>The Pennsylvania State U.</td>
<td>1973-74</td>
</tr>
<tr>
<td>Loren Downey</td>
<td>Boston University</td>
<td>1974</td>
</tr>
<tr>
<td>Troy V. McKelvey</td>
<td>SUNY-Buffalo</td>
<td>1974-76</td>
</tr>
<tr>
<td>Peter Cistone</td>
<td>OISE</td>
<td>1976-77</td>
</tr>
<tr>
<td>Wayne K. Hoy</td>
<td>Rutgers, The SUNJ</td>
<td>1977-78</td>
</tr>
<tr>
<td>Larry W. Hillman</td>
<td>Wayne State University</td>
<td>1978-79</td>
</tr>
<tr>
<td>Carl R. Ashbaugh</td>
<td>University of Texas-Austin</td>
<td>1979-80</td>
</tr>
<tr>
<td>Eugene Ratsoy</td>
<td>University of Alberta</td>
<td>1980-81</td>
</tr>
<tr>
<td>James Maxey</td>
<td>Georgia State University</td>
<td>1981-82</td>
</tr>
<tr>
<td>Dennis W. Spuck</td>
<td>University of Houston</td>
<td>1982-83</td>
</tr>
<tr>
<td>Michael J. Murphy</td>
<td>University of Utah</td>
<td>1983-84</td>
</tr>
<tr>
<td>Richard A. Rossmiller</td>
<td>University of Wisconsin</td>
<td>1984-85</td>
</tr>
<tr>
<td>Bryce M. Fogarty</td>
<td>New York University</td>
<td>1984</td>
</tr>
<tr>
<td>(elected President-Elect 1984, died September, 1985 before serving term as President)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Martha M. McCarthy</td>
<td>Indiana University</td>
<td>1985-86</td>
</tr>
<tr>
<td>Paula M. Silver</td>
<td>University of Illinois</td>
<td>1986-87</td>
</tr>
<tr>
<td>(elected President-Elect 1986, died March, 1987 before serving term as President)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Richard V. Hatley</td>
<td>University of Missouri</td>
<td>1987-88</td>
</tr>
<tr>
<td>John T. Greer</td>
<td>Georgia State University</td>
<td>1988-89</td>
</tr>
<tr>
<td>Robert T. Stout</td>
<td>Arizona State University</td>
<td>1988-89</td>
</tr>
<tr>
<td>Gail T. Schneider</td>
<td>U. of Wisconsin-Madison</td>
<td>1990-91</td>
</tr>
<tr>
<td>Terry A. Astuto</td>
<td>University of Virginia</td>
<td>1991-92</td>
</tr>
</tbody>
</table>

### 1991-92 UCEA MEMBER UNIVERSITIES

Founded almost 35 years ago by a dynamic group of strong personalities, the University Council of Educational Administration was shaped by the universities hosting regional centers for the Kellogg supported Cooperative Project in Educational Administration (Peabody, Harvard, Ohio State, Stanford, Teachers College, Chicago, Oregon, Texas, and Alberta). From the beginning, UCEA has been an institutional membership consortium dedicated to the improvement of administrator preparation through inter-university cooperation. The current 51 member universities continue their commitment to creating a dynamic competent professoriate and a significant and relevant body of knowledge to serve as a basis for the practice and study of school administration.

- University of Alberta
- Arizona State University
- University of Arkansas
- Auburn University
- Boston University
- University of Cincinnati
- University of Connecticut
- University of Florida
- Fordham University
- Georgia State University
- Hofstra University
- University of Houston
- University of Illinois
- Illinois State University
- Northern Illinois University
- Indiana University
- University of Iowa
- University of Kansas
- Kansas State University
- University of Kentucky
- Louisiana State University
- University of Maryland
- University of Michigan
- University of Minnesota
- University of Missouri
- University of Nebraska-Lincoln
- New Mexico State University
- University of New Mexico
- New York University
- SUNY at Albany
- SUNY at Buffalo
- The Ohio State University
- University of Oklahoma
- Oklahoma State University
- University of Oregon
- The Pennsylvania State University
- University of Pittsburgh
- Rutgers, The SUNJ
- St. John's University
- Temple University
- University of Tennessee
- University of Texas-Austin
- Texas A & M University
- University of Toledo
- University of Utah
- University of Virginia
- University of Washington
- Washington State University
- Wayne State University
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee

30
Clearinghouse on Educational Management

School Leadership: Handbook for Excellence
Edited by Stuart C. Smith and Philip K. Piele • Foreword by Edwin M. Bridges • 2nd Edition • 1989 • $15.95
This handbook suggests the knowledge, structure, and skills necessary for a leader to inspire all members of the school community to work toward the goal of an excellent education for every student. Each chapter includes sections that spell out implications, recommendations, or guidelines for putting knowledge into practice.

Principals: How to Train, Recruit, Select, Induct, and Evaluate Leaders for America's Schools
by Mark E. Anderson • 1991 • $8.95
The author skillfully combines knowledge from both print and practice in a lucid examination of the training, recruitment, selection, induction, and evaluation of America's principals.

The Collaborative School: A Work Environment for Effective Instruction
by Stuart C. Smith and James J. Scott • 1990 • $8.00
This book documents the benefits of collaboration in schools, describes a variety of practices and programs that enable faculties to collaborate, and outlines how those practices can be introduced in schools with resources currently available in most districts.

Managing the Incompetent Teacher
by Edwin M. Bridges with Barry Groves • 2nd Edition • 1990 • $8.95
The first edition of this book helped superintendents to ensure a high quality of teaching in their districts by presenting a systematic approach to upgrading teaching staffs and handling dismissal. For this revision, such areas as teacher evaluation criteria, use of student test scores, peer evaluation, evaluation of teachers by parents, remediation procedures, and grounds for dismissal have been updated.

WILLARD WALLER ON EDUCATION AND SCHOOLS: A Critical Appraisal
(ISBN: 0-8231-2567-3)
Library of Congress Catalog Card Number: 88-51478
Edited by Donald J. Willower and William Lowe Boyd
$15.65
"The editors...have done an exemplary job in inviting some of America's most astute and talented educational thinkers and researchers to offer their observations about Waller's contribution to the sociology of education.... The contributors include Charles E. Bidwell, William Lowe Boyd, David K. Cohen, Robert B. Everhart, Elizabeth Hansot, David Tyack and Donald J. Willower.... This collection could be used in any number of courses, including the sociology of education and educational foundations." (Contemporary Sociology)

UNDER SCRUTINY: The Educational Administration Professorate
ISBN: 0-922971-01-3
By Martha M. McCarthy, George D. Kuh, L. Jackson Newell, Carla M. Iacona
$15.65
More than a replication of the 1972 study by Roald F. Campbell and L. Jackson Newell. The primary purpose of this study was to gather data about the characteristics, activities, and attitudes of educational administration faculty members.

Both books available only from UCEA (phone 814-863-7916) or see the Exhibit on Saturday for a special reduced price.
PARTICIPANTS AND SESSIONS

Achilles, Charles M. (4.3)
Adams, E. Ann (8.1)
Ahlgren, Andrew (6.3)
Aigner, Jean S. (8.5)
Ammentorp, William M. (4.2, 13.1)
Antielo, Abael (10.6)
Astuto, Terry A. (3.1, 4.8, 12.1)
Bacilios, Zarif F. (10.6)
Barrett, Bruce G. (4.7)
Bartz, David E. (8.5)
Bauer, Robert (8.6)
Beck, Lynn G. (15.1, 16.1, 17.1)
Blanche, Virgil E. (6.7)
Bliss, James (1.1)
Bolman, Lee G. (15.1, 16.1, 17.1)
Boyd, William L. (6.3)
Bredeson, Paul V. (10.8, 13.4)
Briesscke, Patricia A. (13.6)
Brown, Frank (4.4)
Brubacher, John W. (10.5, 13.6)
Burrello, Leonard C. (8.1)
Caffarella, Rosemary (4.7)
Calabrese, Raymond L. (13.2)
Call, Alfred (8.8)
Cambron-McCabe, Nelda (8.2, 13.2)
Capper, Colleen A. (4.8)
Carroll, James B. (7.3)
Casanova, Ursula (4.3)
Chance, Edward W. (10.4)
Chen, Michael (4.3)
Chenoweth, Thomas G. (4.2)
Cibulka, James G. (13.4)
Clark, David L. (1.1, 2.1, 7.2)
Clear, Delbert K. (10.4)
Conley, David T. (8.1)
Conley, Sharon C. (4.1, 8.3)
Contreras, A. Reynolds (4.4)
Conway, James A. (10.3, 13.6)
Cooper, Bruce S. (4.1, 8.3, 10.1)
Cordeiro, Paula A. (6.7)
Curcio, Joan L. (11.4)
Dares, John C. (4.7, 10.7)
Dumchuck, Michael I. (10.3)
Derlin, Roberta L. (6.6)
Donmoyer, Robert B. (6.3)
Dorfman, J. Robert (2.1)
Douglas, Daniel C. (10.2)
Driscoll, Mary E. (6.2)
Dunlap, Diane M. (8.1)
Erlundson, David A. (6.4)
Evans, Rodney P. (10.7)
Evers, Nancy A. (13.5)
Fenwick, Leslie T. (13.8)
Firestone, William A. (13.5)
Foley, Walter J. (13.5)
Forsyth, Patrick B. (2.1)
Foster, William P. (8.7)
Fowler, Frances C. (6.2)
Frank, Frederick P. (7.1)
Furhman, Edward W. (8.7)
Furmin, Gail C. (1.1)
Fulmer, Connie L. (7.1, 13.7)
Gaines, Pat (4.3)
Gallagher, Karen S. (13.5)
Galvin, Patrick F. (13.3)
Gagnon, Alan K. (13.1)
Gellet, Beverley B. (6.4)
Gmelch, Walter H. (1.2, 7.3, 10.7, 13.2)
Goldberg, Clara (4.6)
Goldman, Paul (8.1)
Goldring, Ellen B. (4.3)
Gougeon, Thomas D. (10.7)
Grady, Marilyn (6.5)
Greer, John T. (4.7, 10.8)
Hannaford, Marion E. (6.4)
Harrington, Phyllis S. (4.6)
Harris, J. John III (4.4)
Hart, Ann W. (11, 8.3, 13.3)
Hasty, Leah (6.1)
Hailey, Richard V. (8.6)
Hebeler, Jean R. (2.1)
Heffin, John F. (4.4)
Hed, Camilla A. (1.1, 4.4)
Holt, Ken (6.1)
Hornsby, Alda (8.4)
House, Jess E. (4.8)
Hoy, Wayne K. (8.1)
Hunter, Richard (4.4)
Jackson, Barbara L. (6.8)
Jackson, Debra I. (8.7)
Jacobson, Stephen L. (8.8)
Joekel, Ronald G. (6.5)
Keedy, John L. (10.6)
Kerchner, Charles T. (10.1)
King, Richard A. (4.7)
Kolbe, Sandra (8.7)
Kopich, Julia E. (10.1)
Kottkamp, Robert B. (8.4)
Krikke, William J. (10.4, 13.4)
Krueger, John J. (6.7, 10.5)
Krueger, Samuel E. (15.2, 16.2, 17.1)
Larson, Colleen L. (10.4)
Layton, Donald H. (11.7, 13.6)
Leak, Lawrence E. (1.1, 4.3)
Leake, Donald H. (6.1, 13.6)
Lester, Robert A. (8.6)
Lindel, Jane C. (13.7)
Lomotey, Kofi (10.4)
Louis, Karen Seashore (13.1)
Mackey, Mary (7.1, 11.1)
Mahr, Michael L. (15.2, 16.2, 17.1)
Martin, Michael W. (8.6)
Mazzoni, Tim L. (4.2)
McClure, Maureen W. (8.4)
McKee, Robert O. (8.6, 10.8)
Miller, Janet L. (8.4)
Miskel, Ceci G. (10.3)
Mitchell, Brad (4.2)
Mitchell, Douglas R. (15.2, 16.2, 17.1)
Moore, William (13.8)
Mollery, Kathy A. (10.2)
Mulkey, Thomas A. (8.2, 13.2)
Murphy, Joseph F. (6.3 15.1, 16.1, 17.1)
Muse, Ivan (10.5)
Naylor, Kerri (4.5, 13.3)
Nelson, Patricia A. (8.5)
Newton, Erle E. (6.6)
Nicholson, Ted (4.7)
Noonan, Maureen A. (10.2)
Norton, M. Scott (12.1, 11.2)
Norton, Marcia M. (6.4)
Ogawa, Rodney T. (4.5, 6.3, 8.1)
O'Hea, Kathleen (15.1, 16.1, 17.1)
O'Neil, Riley (4.5)
O'Reilly, Robert R. (10.7)
Osterman, Karen P. (11.6)
Ovando, Martha N. (10.6)
Parker, Laurence J. (1.1)
Parks, David (6.7)
Pavan, Barbara N. (10.8)
Perry, Andrew (4.6)
Pippen, India (8.6)
Pohland, Paul A. (8.6)
Pounder, Diana G. (4.5, 13.3)
Prasch, John M. (5.5)
Prentice, Nona A. (4.11, 13.7)
Randall, Patricia (4.6)
Randall, Ruth E. (8.5)
Reed, Donald B. (6.4)
Reitzig, Ulrich C. (8.1)
Ripa, J. Theodore (10.4)
Restine, L. Nan (6.7)
Reyes, Pedro (10.6)
Rinehart, James S. (8.4)
Roberts, Launey F., Jr. (8.5)
Robles, Justin (4.1)
Rumyantsev, Rem I. (10.3)
Russo, Charles (10.1)
Sagor, Richard D. (10.8)
Scheurich, James J. (13.8)
Schmitt, Donna M. (6.8)
Schnack, Richard A. (1.2, 4.5, 13.7)
Schneider, Gail T. (2.1, 10.4, 13.4)
Scribner, Jay D. (13.2)
Shakeshaft, Charol (4.5, 6.3, 7.4)
Shapiro, Joan Poliner (6.8)
Shields, Carolyn M. (6.6)
Short, Paul M. (8.4, 10.8)
Simsek, Hasan (13.1)
Sirinikol, Kenneth A. (10.2)
Slater, Robert O. (4.8)
Smyie, Mark A. (8.3)
Snyder, Victoria (4.2)
Somerville, Mary Ann (10.1)
Soranno, Kimberly A. (6.8)
Stevenson, Robert B. (6.6)
Stout, Robert T. (6.4)
Swanson, Austin D. (8.8)
Sybouts, Ward (6.5)
Tallarico, Marylyn A. (7.4)
Tarter, C. John (10.6, 11.5)
Toch, Thomas (7.2)
Thomas, Ross (8.4)
Thompson, David C. (1.2, 6.6, 11.3)
Thurston, Paul W. (15.2, 16.2, 17.1)
Trachtman, Roberta (4.1)
Tren, Stan (8.5)
Tucker-Laud, Patricia (15.2, 16.2, 17.1)
Underwood, Julie K. (6.2, 10.2)
Valverde, Leonard A. (4.4)
Van Meter, Eddy J. (4.1)
Veir, Carol A. (6.8)
Weindling, Dick (4.7)
Wendel, Frederick C. (1.2)
Whitaker, Kathryn S. (4.7)
Wiles, David K. (8.8)
Willis, Charles L. (4.2)
Willover, Donald J. (12.1)
Wilson, Peter (6.7)
Wright, Gary K. (8.2)
Wood, Craig (8.8)
Yates, James R. (10.2)
Yarkey, Carol Camp (13.8)
Zagumens, Uri L. (10.5)
Zodiates, Philip (6.2)