

VITA
DIANA G. POUNDER

July, 2011

Highlighted portions are work completed since appointment at UCA

College of Education
University of Central Arkansas
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Mashburn Hall – 100E
Conway, AR 72035

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EDUCATION

Ph.D. Educational Administration (August, 1984)
University of Wisconsin, Madison, WI
Ed.S. Educational Administration (August, 1979)
State University of New York, Cortland, NY
M.Ed. Guidance and Counseling (August, 1973)
University of Arkansas, Fayetteville, AR
B.A. Mathematics (December, 1971)
University of Arkansas, Fayetteville, AR

LEADERSHIP POSITIONS AND HONORS

- Dean, College of Education, (2009-present), University of Central Arkansas
- President-elect and Conference Program Chair, Arkansas Association of Colleges of Teacher Education (2011-12)
- Board Member, Arkansas Association of Colleges of Teacher Education (2010-12)
- Secretary/Recorder, Arkansas Education Deans Council (2010-12)
- UCEA Distinguished Service Award (2009). Awarded by the University Council for Educational Administration.
- Department Chair, Dept of Ed Leadership & Policy, (2005-2009), University of Utah
- Associate Dean, College of Education (1999-2004), University of Utah
- Associate Dean, Graduate School (1998-99), University of Utah
- Associate Chair, Department of Educational Leadership (1992-1998), University of Utah
- Co-Chair (2006-2009) and Member (2003-2005), Joint AERA-UCEA Task Force on Leadership Preparation Effectiveness
- President (1998-99), University Council for Educational Administration (UCEA)
- Division A Secretary (1997-99), American Education Research Association (AERA)
- Chair (1997-99), AERA-Division A Task Force on Research and Inquiry
- *Educational Administration Quarterly* Editor (2004-2009); Outstanding Reviewer Award (2002)
- College of Education Research Award (2000), University of Utah
- Department of Educational Leadership Research Award (1996), University of Utah
- 1996 Davis Award Winner, Outstanding *Educational Administration Quarterly* Article for a volume year
- Co-Recipient of the Jean I. Widger Distinguished Author Award for the Outstanding Manuscript of the Year, American Society of Radiologic Technologists (1993).

Invited Advisor/Consultant for the following national research projects and/or leadership initiatives:

- Research Advisory Board Member, Arkansas Leadership Academy (2011-present)
- Research Advisor, UCEA Leader Preparation Research Center (2011-present)
- Advisory Board Member, UCEA Center for the Study of the Superintendency and District Governance (2010-present)
- Advisory Board Member, Duquesne University Center for Leadership and Social Justice (2007-2010)
- National Advisory Team Member (2007-present), 2011 Schools and Staffing Survey, NCES, Washington, DC
- National Research Advisory Team Member (2005-present), Vanderbilt University "VAL-ED" Principal Evaluation Instrument Development, a project funded by the Wallace Foundation.
- National Research Advisory Team Member (2005-2009), Empowerment Schools Evaluation Project, Clark County School District, and University of Nevada-Las Vegas
- Consultant/Presenter (2008), State of Delaware Consortium of Leader Preparation Institutions, Wallace Foundation Project
- Consultant/Presenter (2007), Alternative Approaches to the EdD Degree, University of Western Florida, Pensacola, FL
- Consultant (2005), Indiana University and State of Indiana Leader Preparation Project

PROFESSIONAL EXPERIENCE

Dean, College of Education
July 2009 – present

University of Central Arkansas

Conway, AR 72035

Professor of Educational Leadership and Policy

August 1989-2009

(Professor rank awarded 1996;

Associate Professor rank and tenure awarded 1991)

The University of Utah

Salt Lake City, UT 84112

Professorship responsibilities include research, teaching, and service in educational administration. Courses taught include masters and doctoral level human resource policy/administration courses and quantitative research methods courses. Research interests include educator preparation effectiveness and human resource policies and practices designed to attract, retain, motivate, and develop educators (e.g. teachers' work group design, salary equity, recruitment and selection equity).

Concurrent administrative responsibilities:

Department Chair, Dept of Ed Leadership & Policy (July 2005-2009)

Associate Dean for Professional Education, College of Education (Fall 1999-2004)

Associate Dean of the Graduate School (Fall 1998 - Fall 1999)

Associate Department Chair and Director of Graduate Studies (Summer 1992 - Fall 1998)

Assistant Professor of Educational Administration

August 1984-August 1989

Louisiana State University

Program coordinator (August 1988 - August 1989)

Baton Rouge, LA 70803

Visiting Professor

Summer 1988

The Pennsylvania State University - University Park, PA

Summer 1986

University of Wisconsin - Madison, WI 53706

Graduate Assistant

September 1982-August 1984

University of Wisconsin - Madison, WI 53706

Middle School Principal

July 1980-July 1982

Trumansburg Middle School - Trumansburg, NY 14886

Administrative Intern - Central Office

February 1979-July 1979

Superintendent's Office

Harpursville Central School - Harpursville, NY 13787

Secondary School Guidance Counselor

September 1975-June 1980

Middle School/High School

Trumansburg Central School - Trumansburg, NY 14886

High School Math Teacher

August 1973-June 1975

Madison High School

Fairfax Co. Public Schools - Vienna, VA 22180

January 1972-June 1972

Parkview High School

Little Rock Public Schools - Little Rock, AR 72205

SCHOLARSHIP

Refereed Journal Articles

Pounder, D.G (2011). Leader preparation: Implications for policy, practice, and research. *Educational Administration Quarterly* Special Issue on Leader Preparation, 47(1), 258-267.

Conley, S., Fauske, J., & Pounder, D. (2004). Teacher work group effectiveness, *Educational Administration Quarterly*, 40(5), 663-703.

Pounder, D.G., Crow, G., & Bergerson, A. (2004). Job Desirability of the University Professorate in the Field of Educational Leadership. *Journal of School Leadership*, 14(5), 497-529.

Pounder, D.G., Galvin, P., and Shepard, P. (2003). An analysis of the United States Educational Administrator Shortage, *Australian Journal of Education*, 47(2), 133-145.

Pounder, D.G. & Merrill, R. (2001). Job desirability of the high school principalship: A job choice theory perspective. *Educational Administration Quarterly*, 37 (2), 25-57.

- Crow, G. & Pounder, D.G. (2000). Interdisciplinary teacher teams: Context, design, and process. *Educational Administration Quarterly*, 36 (2), 216-254.
- Pounder, D.G. (2000). Research and Inquiry in Educational Administration: A Call for Quality and Utility, Guest Editor and Author for Special Issue, *Educational Administration Quarterly*, 36 (3), 336-340 and 465-473.
- Pounder, D.G. (1999). Teacher teams: Job characteristics and work-related outcomes of work group enhancement. *Educational Administration Quarterly*, 35 (3), 317-348.
- Pounder, D.G. (1997). Teacher teams: Promoting teacher involvement and leadership in secondary schools. *The High School Journal*, 80 (2), 177-124.
- Pounder, D.G., Ogawa, R.T., & Adams, E.A. (1995). Leadership as an organization-wide phenomenon: Its impact on school performance. *Educational Administration Quarterly*, 31 (4), 564-588. **Recipient of the 1995 William Davis Award for Outstanding EAQ Article of the Year.**
- Pounder, D.G. (1995). Theory to practice in administrator preparation: An evaluation study. *Journal of School Leadership*, 5 (2), 151-162. Reprinted in the *1995 National Council of Professors of Educational Administration (NCPEA) Yearbook*.
- Pounder, D.G. (1994). Work incentive factors to attract clinical faculty. *People & Education: The Human Side of Education*, 2(1), 14-36.
- Reyes, P., & Pounder, D. G. (1993). Organizational orientation in public and private schools and employee outcomes. *Journal of Educational Research*, 87 (2), 86-93. [ERIC #EJ 476 842]
- Bugg, N.A. & Pounder, D. G. (1993). Gender-related biases in admission decisions. *Radiologic Technology*, 64(4), 232-238. **Recipient of the Jean I. Widger Distinguished Author Award for the Outstanding Manuscript of the Year, American Society of Radiologic Technologists.**
- Sperry, D.J., Pounder, D.G., & Drew, C.J. (1992) The maturing of educator evaluation: A case study. *West's Education Law Reporter*, 75, p.965-979. Reprinted in *West's Education Law Quarterly*, 1 (4), 415-429
- Caldas, S. & Pounder, D. G. (1990). Teenage fertility and its social integration correlates: A control theory explanation. *Sociological Spectrum*, 10 (4), 541-60. [Abstracted in *Sociological Abstracts*, 1991]
- Pounder, D. G. (1989). The gender gap in salaries of educational administration professors. *Educational Administration Quarterly*, 25(2), 181-201. [ERIC #EJ 388 760]
- Pounder, D. G. (1989). Improving the predictive validity of teacher selection decisions: Lessons from teacher appraisal. *Journal of Personnel Evaluation*, 2(2), 123-132.
- Pounder, D. G. (1989). Strategies for women seeking administrative positions. *Canadian School Executive*, 8(9), 28-30.
- Pounder, D. G. (1988). The male/female salary differential for school administrators: Implications for career patterns and placement of women. *Educational Administration Quarterly*, 24(1), 5-19. [ERIC #EJ 481 198]
- Pounder, D. G., & Blase, J. J. (1988). Principal favoritism: Explanations, effects, and implications for practice. *Planning & Changing*, 19(1), 3-7. [ERIC #EJ 380 024]
- Pounder, D.G. (1988). Decision making in videotaped selection interviews: Age and position effects retested. *Louisiana Educational Research Journal*, 13(2), 30-41.
- Pounder, D. G. (1987). Testing the generalizability of bias in teacher selection ratings across different modes of screening. *Journal of Educational Equity & Leadership*, 7(1), 49-59. [ERIC #EJ 355 117]
- Young, I. P., & Pounder, D. G. (1985). Salient factors affecting decision making in simulated teacher selection interviews. *Journal of Educational Equity & Leadership*, 5 (3), 216-33. [ERIC #EJ 323 012]
- Pounder, D. G. (1973). Women's residence halls: Freshmen, undergraduate, or coed. *Journal of the National Association of Women Deans & Counselors*, 36(3), 125-9. [ERIC #EJ 081 194]

Edited Book & Inclusive Chapters

Pounder, D.G.(Ed) (1998). *Restructuring Schools for Collaboration: Promises & Pitfalls*. Albany, NY: SUNY Press.

Pounder, D.G. (1998). Teacher teams: Redesigning teachers' work for collaboration. In D. Pounder (Ed), *Restructuring Schools for Collaboration*. Albany, NY: SUNY Press.

Pounder, D.G. (1998). Promises and pitfalls of school collaboration: Synthesizing Dilemmas. In D. Pounder (Ed), *Restructuring Schools for Collaboration*. Albany, NY: SUNY Press.

Book Chapters

Orr, M.T. & Pounder, D.G. (2011). Teaching and Preparing School Leaders. A chapter in S. Conley and B. Cooper (Eds), *Finding, Preparing, and Supporting School Leaders: Critical Issues, Useful Solutions*. Lanham, MD: Rowman & Littlefield.

Pounder, D.G. (2010). Choosing a dissertation supervisory committee and a dissertation topic. A chapter in R.L. Calabrese and P. Smith (Eds), *The Doctoral Student's Advisor & Mentor: Sage Advice for Doctoral Students*. Lanham, MD: Rowman & Littlefield.

Jadallah, N. and Pounder, D.G. (2009). Middle School Reform and its Relationship to Learning Environments and Student Outcomes. In W. Hoy and M. DiPaola (Series Eds) *Theory and Research in Educational Administration*. Charlotte, NC: Information Age Publishing.

Tucker, P. D., & Pounder, D. G. (2009). *Supervision and personnel administration*. In E. L. Baker, B. McGraw, & P. L. Peterson (Eds.), *The international encyclopedia of education* (3rd ed.). Oxford: Elsevier.

Pounder, D.G. (2009). 'Goodness of Fit': A Self-Report of Induction into the Educational Leadership Professoriate. A chapter in Norma Mertz's Edited Volume, *Breaking into the All-Male Club: Female Professors of Educational Administration*. Albany, NY: SUNY Press.

LaMagdeleine, D., Maxcy, B.D., Pounder, D.G., Reed, C.J. (2009). The context of university-based educational leadership preparation. In M. Young, G. Crow, J. Murphy, and R. Ogawa (Eds), *Handbook on Leadership Education*. New York, NY: Taylor & Francis Group / Routledge Publishing.

Pounder, D.G. (2006). Leader preparation research and reform agendas: A response to charting the changing landscape (pp 87-92). In J. Murphy's, *Preparing School Leaders: Defining a Research and Action Agenda*. Published in partnership with the University Council for Educational Administration and the Stanford Educational Leadership Institute. Lanham, MD: Rowman & Littlefield Education.

Pounder, D.G., King, D.K., Hausman, C., & Bowles, W.B. (2005). The Complexity of Gender-Role Stereotyping Effects in High School Principal Selection, pp 265-300. In W. Hoy and C. Miskel, Series Editors, *Educational Leadership and Reform*, A volume in *Research and Theory in Educational Administration*. Greenwich, CN: Information Age Publishing.

Pounder, D.G., Young, M., & Reitzug, U. (2002). Restructuring the preparation of school leaders. In NSSE Yearbook, J. Murphy (Ed): *The Educational Leadership Challenge: Redefining Leadership for the 21st century*.

Hart, A.W. & Pounder, D.G. (1999). Reinventing preparation programs: A decade of activity. In J. Murphy & P. Forsyth (Eds.), *Educational Leadership Programs: A Decade of Reform*. Columbus, MO: UCEA.

Pounder, D.G. & Young, I.P. (1996). Recruitment and selection of educational administrators: Priorities for today's schools. In K. Leithwood (Ed.), A. W. Hart (Section Ed.), *The International Handbook for Educational Leadership and Administration*. Netherlands: Kluwer.

Pounder, D.G. (1996). Utah Administrators' Work Activities and Work Attitudes. In *Conditions of Education in Utah, 1995-96*: A publication of the Utah Education Policy Center. Salt Lake City, UT: Graduate School of Education, University of Utah.

Pounder, D.G. (1994). Educator work design, school restructuring, and educator development: Implications of employee involvement and shared leadership in schools. In *Conditions of Education in Utah, 1993-94*: A publication of the Utah Education Policy Center. Salt Lake City, UT: Graduate School of Education, University of Utah.

- Pounder, D.G. (1994). Personnel administration in education. In T. Husen & T.N. Postlethwaite (Eds.-in-chief), *International Encyclopedia of Education (2nd Ed.)*, Educational Administration Section Editor, William L. Boyd. Pergamon Press.
- Pounder, D.G. (1994). Educational and demographic trends: Implications for women's representation in school administration, pp. 135-149. In P. Thurston & N. Prestine (Eds.), *Advances in Educational Administration, Vol. III*. Greenwich, CT: JAI Press.
- Pounder, D.G. (1993). Rigor in traditional quantitative methods. *Distinguished Faculty Proceedings of the 1993 National Graduate Student Seminar in Educational Administration*. State College, PA: UCEA. [ERIC # ED 363 975].
- Pounder, D.G. & Hart, A.W. (1993). Education personnel issues and initiatives in Utah. In *Conditions of Education in Utah, 1992-93: A publication of the Utah Education Policy Center*. Salt Lake City, UT: Graduate School of Education, University of Utah.
- Ogawa, R.T. & Pounder, D.G. (1993). Structured improvisation: The University of Utah's Ed.D. program in educational administration. In J. Murphy (Ed.) *Preparing Tomorrow's School Leaders: Alternative Designs*. University Park, PA: UCEA. [ERIC #ED 359 628]
- Sperry, D.J., Pounder, D.G., & Drew, C.J. (1992). *Educator Evaluation and the Law: Confusion in Purpose*. In *Policy Studies in Education: A publication of the Utah Education Policy Center*. Salt Lake City, UT: Graduate School of Education, University of Utah.
- Pounder, D. G. (1990). Reflections of a practitioner in academia. In UCEA Monograph, *Reform In Administrator Preparation: Individualistic Perspectives*. Tempe, AZ: University Council of Educational Administration. [ERIC #ED 366 080]
- Pounder, D. G. (1988). Department heads. In R. Gorton, G. Schneider, & J. Fisher (Eds.), *Encyclopedia of School Administration & Supervision* (p. 91). Phoenix, AZ: Oryx Press.
- Pounder, D. G. (1987). The challenge for school leaders: Attracting and retaining good teachers. In W. D. Greenfield (Ed.), *Instructional Leadership: Concepts and Controversies* (pp. 287-301). Boston: Allyn & Bacon. [ERIC #ED 283 285]
- Other Publications**
- Pounder, D.G. & Crow, G. (2005). Developing and sustaining the pipeline of school leaders. *Educational Leadership*, May 2005 issue.
- Pounder, D.G. and Merrill, R. (2001). Lost Luster: Redefining the principalship could have a positive impact on the pipeline supply. *The School Administrator*, 58 (10), 18-22.
- Pounder, D.G. (2000). Book Review of Cryss Brunner edited book, *Sacred Dreams: Women and the Superintendency*. *EAQ*, 36 (1), 143-148.
- Pounder, D.G. (2000). Reflections of and Visions for UCEA: The 1999 UCEA Presidential Address. *UCEA Review*, 41 (1).
- Hausman, C., Johnson, B., & Pounder, D. (2000). Evaluation Report for Salt Lake School District / Mediation & Conciliation Program.
- Pounder, D.G. (1999). Opportunities and Challenges of School Collaboration. *UCEA Review*, 40 (3), p.1-3, 9.
- Pounder (1998). Research Report for Granite School District Middle Level Task Force. Coordinated collected/ analyzed / presented district-wide data on middle level education initiatives.
- Pounder, D.G. (1995). Theory to Practice: A Doctoral Program for Practicing Educational Administrators. *UASCD Newsletter*, Autumn issue.
- Pounder, D.G. (1995). Theory to practice: The University of Utah's Educational Administration Ed.D. Program. *Impact Journal*, a publication of the Utah Association of Secondary School Principals, Summer issue, pp. 32-35.

- Pounder, D.G. (1995). Theory to practice: A Description and Multi-Dimensional Evaluation of the University of Utah Educational Administration Ed.D. Program. [ERIC # ED 384 113]
- Pounder, D.G. (1993). The University of Utah's Field-Based EdD Educational Administration Program. *DESIGN: The Bulletin of the National Policy Board for Educational Administration*, 3 (4).
- Hart, A.W., & Pounder, D.G. (1992). Editor's note. *Educational Administration Quarterly*, 28 (3), 297-298.
- Pounder, D. G., & Lively, P. D. (1988). Improving schools through personnel selection. *The Boardmember*, 4(9), 11-17.
- Pounder, D. G. (1988). Guest Editor, *Southern School Law Digest*, 12(2 & 3). Editorship responsibilities include writing a synopsis of 3-4 education-related appellate cases per issue.
- Pounder, D. G. (1986). Book Review - What Works: Research about Teaching and Learning. *Journal of Educational Finance*, 12(1), 166-8.

Refereed Papers Presented at Professional Meetings

National Meetings

- Orr, M.T. & Pounder, D. (2011). Teaching and preparing school leaders, a paper presented in the AERA Symposium, Retaining and Renewing Educational Leaders: Preparation, Socialization, Work Lives. A symposium presentation at the American Educational Research Association Conference, New Orleans.
- Pounder, D. (2010). Session Presenter, In Good Company: A Conversation with New Deans about Educational Leadership. University Council for Educational Administration Conference, New Orleans.
- Pounder, D. (2008). Goodness of Fit, a paper presentation in Retrieving the Past: Women's Entry into the Exclusively Male Educational Administration Professoriate. A symposium presentation organized by Norma Mertz at the American Educational Research Association Conference, New York.
- Pounder, D. & Hafner, M. (2006). Utah's Leadership Preparation Study: Initial Findings. A paper presented at the University Council for Educational Administration, San Antonio, TX.
- Pounder, D. & Hafner, M. (2006). Statewide Leadership Preparation Study. In W. Black's Symposium, The Landscape of University-Based Leadership Preparation... A paper presented at the American Research Association Conference, San Francisco, CA.
- Pounder, D. & Hafner, M. (2005). A Report of Utah's Leadership Preparation Study. In M. Terry Orr's Symposium, Researching the Big Picture of Leadership Preparation Programs. A paper presented at the University Council for Educational Administration, Nashville, TN.
- Conley, S., Fauske, J., & Pounder, D. (2002). Organizational Context, Work Design, and Interpersonal Processes: Testing Predictors of Teacher Work Group Effectiveness. A paper presented at the University Council for Educational Administration, Pittsburgh, PA.
- Crow, G., Pounder, D.G., & Bergerson, A. (2002). Job Desirability of the University Professorate in the Field of Educational Leadership. A paper presented at the American Educational Research Association Conference, New Orleans, LA.
- Bowles, W.B., King, D.K., Hausman, C.S., & Pounder, D.G. (2000). *High school principal selection: Examining the effects of gender and role conception*. A paper presentation, University Council for Educational Administration Conference, Albuquerque, NM.
- Scheurich, J., Young, M.D., Pounder, D.G., & Murtadha-Watts, K. (2000). *Engaging and envisioning the future for educational leadership programs given increased accountability, growing competition, and changing demographics for K-12 students*. A Symposium presentation, University Council for Educational Administration Conference, Albuquerque, NM.
- Symposium Organizer & Session Co-Chair (2000). Promoting Quality Scholarship in Educational Administration : The Summary Report of Division A's Task Force on Research and Inquiry. A Symposium presentation to American Educational Research Association Conference, New Orleans, LA.
- Marcus, L., Pounder, D.G., and others (1999). *Alternatives to the traditional dissertation for the Ed.D. in Educational Leadership*. A symposium presentation at the 1999 University Council for Educational Administration Conference, Minneapolis, MN.
- Merrill, R.J. & Pounder, D.G. (1999). *Attraction and retention of high school principals*. A paper presentation at the 1999 University Council for Educational Administration Conference, Minneapolis, MN. [ERIC # ED 439487]
- Hart, A.W. & Pounder, D.G. (1998). Reinventing preparation programs: A decade of activity. In J. Murphy Symposium, *Educational Leadership Programs: A Decade of Reform*. University Council for Educational Administration Conference, St. Louis, MO.
- Crow, G., & Pounder, D.G. (1997). *Teacher Teams: Work Group Enhancement as a Teacher Involvement Strategy*. A paper presentation at the 1997 American Education Research Association Conference, Chicago, IL.

- Pounder, D.G. (1996). *School Collaboration: Promises & Pitfalls*. A Symposium presentation at the 1996 University Council for Educational Administration Conference, Louisville, KY.
- Pounder, D.G. (1995). *Faculty Work Teams*. A paper presented to the 1995 University Council of Educational Administration Conference, Salt Lake City, UT.
- Pounder, D.G. (1994). *Evaluating Theory-Practice Linkages in Administrator Preparation*. A paper presented to the University Council of Educational Administration Conference, Philadelphia, PA. [ERIC #ED 378 675]
- Adams, E.A., Pounder, D.G., & Ogawa, R.T. (1994). *Leadership as an Organizational Quality: Impacts on School Performance*. In R. Ogawa's *Leaders in School Organizations: Coats of Many Different Colors*. A paper presented in a roundtable symposium at the 1994 AERA Conference, New Orleans, LA.
- Sperry, D., Pounder, D., & Drew, C. (1992, November). *Educator Evaluation: A Case Study*. A paper presented to the National Organization on Legal Problems of Education Conference, Phoenix, AZ.
- Pounder, D.G. (1992, April). *Work Incentive Factors to Attract Clinical Faculty*. In R. Ogawa's *The Involvement of Clinical Faculty in a Field-Based Administrator Training Program*. A Symposium presented to the 1992 AERA Conference, San Francisco, CA.
- Sperry, D., Pounder, D., & Drew, C. (1992, March). *Educator Evaluation and the Law: Confusion in Purpose*. A paper presented to the National Organization on Legal Problems of Education Spring Conference, Snowbird, UT.
- Pounder, D.G. & Ogawa, R.T. (1991, October). *The University of Utah's Field-Based Doctoral Program: A MultiDimensional Approach to Advanced Administrative Preparation*. A symposium presentation to the University Council of Educational Administration Conference, Baltimore, MD. [ERIC #ED 341 134].
- Pounder, D.G. (1990, October). *Educational Megatrends and Increased Female Leadership in Schools*. A paper presented at the University Council of Educational Administration Conference, Pittsburgh, PA. [ERIC #ED 325 928].
- Pounder, D.G. (1990, July). *Educational and Demographic Trends: Implications for Women's Representation in School Administration*. A presentation to the National Coalition for Sex Equity in Education, Park City, UT.
- Carter, C.G., Pounder, D.G., Lawrence, F.C. & Wozniak, P.J. (1989, November). *Factors Related to Organizational Turnover Intentions of Louisiana Cooperative Extension Service Agents*. Proceedings of the 3rd Quality-of-Life Studies in Marketing and Management Conference, Blacksburg, VA: Omni Press. [ERIC #ED 326 943].
- Logan, C. S., & Pounder, D. G. (1989, October). *Educational Administration Preparation Programs: Current Conditions Influencing Academic Intransigence*. A paper presented at the University Council of Educational Administration Conference, Scottsdale, AZ. [ERIC # ED 332 285].
- Caldas, S., & Pounder, D. G. (1989, March). *Teenage Pregnancy: A Control Theory Perspective*. A paper presented at the American Educational Research Association Conference, San Francisco, CA.
- Pounder, D. G. (1988, October). *Reflections of a practitioner in academia*. In J. Greer (Chair), *Administrative Experience as a Collaborative Agent for Reforming Curricula in Preparation Programs for Educational Leaders*. A symposium for the University Council for Educational Administration Conference (UCEA), Cincinnati, OH. [ERIC #ED 326 941].
- Pounder, D. G. (1988, April). *Investigating the male/female salary disparity for professors of educational administration*. A paper presented at the American Educational Research Association Conference, New Orleans, LA. [ERIC #ED 295 332; Abstracted in *Higher Education Abstracts*].
- Pounder, D. G. (1987, October). *Placement of women and minority graduates in educational administration*. A paper presented at the University Council for Educational Administration Conference, Charlottesville, VA. [ERIC #ED 294 302].
- LaCost, B. Y., & Pounder, D. G. (1987, October). *The internship: An alternative model*. A paper presented at the University Council for Educational Administration Conference, Charlottesville, VA. [ERIC #ED 295 306].
- Reyes, P., & Pounder, D. G. (1987, April). *Organizational value structures and their effect on commitment to schools and job satisfaction: A comparison between public and private K-12 systems*. A paper presented at the American Educational Research Association Conference, Washington, DC.
- Pounder, D. G. (1986, March). *The effect of candidate age and type of screening information on teacher selection ratings*. Paper presented at the American Educational Research Association Conference, San Francisco, CA.

Invited Presenter/ Discussant/ Chair for National Professional Conference Sessions

- Presenter/Participant (2010). In good company: A conversation with new deans about educational leadership. University Council for Educational Administration Conference, New Orleans, LA.
- Session Chair/Discussant (2010). Wallace Foundation Study of District-University Leadership Preparation Partnerships. University Council for Educational Administration Conference, New Orleans, LA.
- Panel Presenter (2010). What is the Research Base for ELCC Standards? University Council for Educational Administration Conference, New Orleans, LA.
- Discussant (2010). VAL-ED Symposium. A symposium presentation at the American Educational Research Association Conference, Denver, CO.
- Discussant (2008). Assessing School Leadership, A Division H Symposium presented at the American Educational Research Association Conference, New York.

- Discussant (2008). Evaluating Leadership Preparation: Policies, Institutions, Programs, and Graduates. A Symposium presented at the American Educational Research Association Conference, New York.
- Presenter/Participant (2008). Studying Ourselves: Group Efforts to Assess Leadership Preparation Program Effectiveness. An Innovative Session, Evaluation Strand, presented at the University Council for Educational Administration Conference, Orlando, FL.
- Panel Presenter (2007). UCEA The Politics of Quality in Leadership Development: A US and International Perspective. A General Session Panel Presentation, University Council for Educational Administration Conference, Washington, DC.
- Co-chair & Participant (2007). Joint Taskforce on Evaluating Leadership Preparation Programs, Sessions I, II, & III. University Council for Educational Administration Conference, Washington, DC.
- Discussant (2007). Assessing School Leaders on Leadership for Learning, a Symposium presentation by Ellen Goldring and Joseph Murphy. University Council for Educational Administration Conference, Washington, DC.
- Co-Chair & Participant (2007). Symposium for the Division A Task Force on Research on Educational Leadership Preparation. American Educational Research Association, Chicago, IL.
- Presenter (2007). Journal Talks: Presenter on Publishing in Educational Administration Quarterly. American Educational Research Association, Chicago, IL.
- Co-Chair & Participant (2006). Working Session of the National Task Force on Leader Preparation. University Council for Educational Administration Conference, San Antonio, TX.
- Invited Editor (2006). Editors' Mentoring Roundtable. The American Educational Research Association, San Francisco, CA.
- Editor Participant (2005). What Editors Want: An Editorial Perspective of Reviewing and Writing for EAQ. An Invited Session at the University Council for Educational Administration Conference, Nashville, TN.
- Invited Editor (2005). Writing for Scholarly Publication: Division A Journal Editors Interactive Symposium. The American Educational Research Association, Montreal, Canada.
- Invited Editor (2005). Editors' Mentoring Roundtable. The American Educational Research Association, Montreal, Canada.
- Editor Participant (2004). Interactions with Journal Editors: Learning about Submitting Manuscripts to Specific Journals. A Graduate Student Symposium Session at the University Council for Educational Administration Conference, Kansas City, Mo.
- Invited Editor (2004). Editors' Mentoring Roundtable. The American Educational Research Association, San Diego, CA.
- Discussant (2003). Examining UCEA's Impact on Leadership for Learning. A Paper Session at the University Council for Educational Administration Conference, Portland, OR.
- Discussant (2003). Approaches to Developing Leadership: Concepts and Cases in the Training of School Leaders. A Symposium at the University Council for Educational Administration Conference, Portland, OR.
- Discussant (2002). A View of Leadership Through Multiple Political Lenses. A Paper Session at the University Council for Educational Administration Conference, Pittsburgh, PA.
- Discussant (2001). Recruiting and Retaining School Leaders. A Paper Session at the University Council for Educational Administration Conference, Cincinnati, OH.
- Participant (2001). National Commission for the Advancement of Educational Leadership Preparation: Recommendations for Future Directions. A Symposium Session at the University Council for Educational Administration Conference, Cincinnati, OH.
- Discussant (2000). Superintendents and Principals: Who Will Fill Their Shoes. A Symposium presentation to American Educational Research Association Conference, New Orleans, LA.
- Discussant (2000). Expanding the Boundaries of School Reform: Toward School Supportive Youth Development and Family Support for Improved Learning and Academic Achievement. A Symposium presentation to American Educational Research Association Conference, New Orleans, LA.
- Chair & Discussant (2000). Organizational Culture, Leadership, and Learning Symposium. American Educational Research Association Conference, New Orleans, LA.
- Distinguished Faculty Presenter (1999). Invited presentation to the Division A Graduate Student Seminar, American Educational Research Association, Montreal, Canada.
- Respondent (1999). The Quest for a Center: Notes on the State of the Profession of Educational Leadership, Invited Lecture by Joseph Murphy, American Educational Research Association Conference, Montreal, Canada.
- Symposium Discussant (1998). Handbook of Research in Educational Administration, American Educational Research Association Conference, San Diego, CA.
- Invited Participant (1998). Preparing Educational Leaders for the Core Work of Schools. Conversation Session, University Council for Educational Administration Conference, St. Louis, MO.
- Invited Organizer/Facilitator (1998). The Future of the Professorate in Educational Administration. A Town Meeting, University Council for Educational Administration Conference, St. Louis, MO.
- Invited Discussant / Symposium Respondent (1998). The Self-Told Stories of Four Administrators Who Transformed Low-Performing Schools. A Symposium Session, University Council for Educational Administration Conference, St. Louis, MO.

- Invited Participant (1998). Excellence Thwarted: Teaching Collaboration in Autonomous University Environments. A Conversation Session, University Council for Educational Administration Conference, St. Louis, MO.
- Session Organizer for Invited Session (1998). A Participant Input and Exchange Session, the AERA Division A Task Force on Research and Inquiry, University Council for Educational Administration Conference, St. Louis, MO.
- Presider for UCEA Official Opening & Mitstifer Lecture (1998). What School Administrators Need to Know about Human Intelligence, Mitstifer Lecturer Robert J. Sternberg, University Council for Educational Administration Conference, St. Louis, MO.
- Chair/Discussant for AERA-Division A Symposium (1998). The Development of School Administration: Lessons from *The Handbook of Research on Educational Administration*. American Education Research Association Conference, San Diego, CA.
- Convener for AERA-Division A Interactive Symposium (1998). Improving the Quality of Research in Educational Administration. American Education Research Association Conference, San Diego, CA.
- Panel Presenter for AERA-Division A New Member Session (1998). American Education Research Association Conference, San Diego, CA.
- Chair/Facilitator for UCEA Symposium (1997). Postmodernist Responses to the Standards Movement in Educational Administration. University Council for Educational Administration, Orlando, FL.
- Special Topics Chair for NOLPE conference (1994). *Academic Freedom & Tenure in the University Classroom and Dismissal of Tenured Faculty*. National Organization on Legal Problems in Education, San Diego, CA.
- Invited Presenter/Facilitator (1994). *The University of Utah's Ed.D. Preparation Program*. National Conference for Professors of Educational Administration, Indian Wells, CA.
- Distinguished Faculty Presenter (1993). *Traditional Quantitative Methods in Education Research*. Invited presentation to the Division A Graduate Student Seminar, American Educational Research Association, Atlanta, GA, (1993). [ERIC Document #ED 363 975].
- NPBEA Presenter (1991). *Reforming Preparation Programs for Educational Leaders, "A Model for a Field Based Program"*. AERA Pre-Session presenter, sponsored by the National Policy Board for Educational Administration.
- Seminar Leader/Facilitator, UCEA Graduate Student Seminar (1992).
- Pre-Session Discussant, (1993). Danforth Preparation Programs, UCEA Conference.
- Session Facilitator (1993). UCEA Junior Faculty Meeting.
- Discussant, AERA paper session (1993). *Perspectives on the Role of the Principal*.
- Discussant, UCEA symposium session (1992). *Principal Preparation --Socialization*.
- Discussant, AERA paper session (1991). *Transforming School: New Organizational Forms and New Roles for Principals*, a Division A Paper Session, 1991 AERA Conference, Chicago, IL.
- Discussant, UCEA paper session (1990). *Restructuring and the Roles of Professional Educators*. A paper session for the UCEA Conference, Pittsburgh, PA.
- Chair, UCEA Paper Session (1988). *The Demography of School Administration*. A paper session for the UCEA Conference, Cincinnati, OH.

Invited Local Presentations

- Discussant (2011), UA-Fayetteville Office of Education Policy Presentation on Arkansas Schools Closing the Achievement Gap, UCA C of Ed Leadership Institute, Conway, AR.
- Pounder & Feng Presentation (2011), China Travelogue, a Comparative Education Presentation, College of Education, University of Central Arkansas.
- Presenter for the U of Arkansas-Fayetteville, Office of Education Policy Conference (April, 2010). Leader Preparation Research: Implications for Arkansas Colleges of Education. Little Rock, AR.
- Presenter for Mayflower School District Professional Development Seminar (December, 2009). Education Priorities for Today's Schools.
- Presenter for the College of Education MLK Day Panel Presentation (2008). University of Utah College of Education, Salt Lake City, Utah.
- Presenter for the Utah Education Forum and Education Dean's Colloquium (2007). The Utah Administrator Shortage and Administrator Pipeline Issues. Sponsored by the Utah Education Policy Center and the Utah College of Education Deans, Salt Lake City, Utah.
- Presenter for Utah Consortium for Educational Leadership (2007). Initial Findings of State Study of Leadership Preparation.
- Panel Presenter for Bennion Center Workshop (2006). Honoring Service Learning and Civically Engaged Scholarship in Retention, Promotion, and Tenure Policies. University of Utah.
- Presenter for President's Commission on Women (2006). "When and How to Say No!" University of Utah.
- Presenter for Comprehensive School Reform Evaluation Workshops (2005-2006-2007). Utah State Office of Education.
- Organizer for *Data and School Improvement Academy* (2004). Utah Education Consortium and U of U Department of Educational Leadership and Policy.
- *Teacher Teams and Middle School Reform* (Summer, 1997). Granite School District, Utah.
- *Utah Administrators' Work Activities and Work Attitudes* (Summer, 1996).

- A presentation to the Utah Principals' Conference, Park City, UT.
- *Teacher Negligence and Liability* (September, 1993). An invited presentation to the faculty of the Applied Technology Center, Ogden, UT.
- *Communication and Feedback Skills for Mentor Principals* (April, 1993). A mentor-principal workshop presentation, Park City, UT.
- *The University of Utah's Field-Based Doctoral Program: A Research-Practice Partnership* (November, 1991). UASCD Conference, Salt Lake City, UT.
- *Employee Compensation is a Women's Issue* (September, 1989). An invited workshop session for the Annual Conference of Utah Women Educational Administrators, Park City, UT.
- *Leadership Empowerment: Shared Responsibilities & Shared Resolutions* (June, 1989). An invited workshop/in-service for administrators, University of Wisconsin-Milwaukee, Milwaukee, WI.
- *Teacher Rights & Student Rights* (November, 1988). Invited presentations to East Baton Rouge Parish teachers & teacher aides of behavior disordered students, Baton Rouge, LA.
- *Education in Change, and, Teaching in the Middle School* (August, 1988). Invited presentations to Avoyelles Parish middle school teachers and district principals, Marksville, LA.
- *The Effects of Gender on the Compensation of School Administrators and Professors of Educational Administration* (March, 1988). An invited workshop presentation, Women in Educational Leadership: Meeting the Challenge, The Pennsylvania State University, University Park, PA.
- *Leadership Effectiveness and Women: A Contemporary Perspective* (July, 1986). An invited workshop presentation, Women in Educational Administration, A Wisconsin Department of Public Instruction Planning Session, Madison, WI.
- *Legal Issues for School Administrators* (1986-89). Biannual presentations to the Leadership Training Workshop, East Baton Rouge Parish Schools, Baton Rouge, LA.
- *Performance Contracts for School Administrators* (August, 1985). An invited presentation to the Louisiana Association of School Superintendents Conference, Toro Hills, LA.

PROFESSIONAL SERVICE

Leadership Positions Held in National Professional Organizations

American Education Research Association (AERA), DIVISION A

- Co-Chair (2006-2009) and Member (2003-2005), Joint UCEA-AERA Task Force on Leadership Preparation Effectiveness.
- Secretary, Division A, AERA (1997-99).
- Chair, AERA Division A Task Force on Research & Inquiry in Educational Administration (1997-99)
- 1996 Davis Award Selection Committee.
- Affirmative Action Chair, Division A, AERA (1995-96).
- Session Chair on Diversity Networking, 1995
- Program Committee, Section D Co-Chair, Division A, AERA (1994).
- Graduate Student Seminar Distinguished Faculty, Division A/UCEA (1993, April). *Traditional Quantitative Methods in Education Research*. Invited presentation & published proceedings at the Division A/UCEA Graduate Student Seminar, American Educational Research Association, Atlanta, GA.

University Council for Educational Administration (UCEA)

- Research Advisor, UCEA Leader Preparation Research Center (2011-present)
- Consultant, National Center on Leadership Preparation Research, 2010-present
- National Center for Research on the Superintendency and School Governance, UCEA, 2010-present.
- Research Team Contributor, Research Evidence Supporting NCATE's Educational Leadership Constituent Council Administrator Preparation Standards (Summer 2010).
- Duquesne University Educational Leadership and Social Justice Advisory Board. (2007-2010).
- UCEA Taskforce on Leadership Education Research & Chapter Editor, National Handbook on Leadership Education (2005-07)
- Co-Chair (2006-2009) and Member (2003-2005), Joint UCEA-AERA Task Force on Leadership Preparation Effectiveness
- Executive Committee, UCEA (1995 - 2002).
- President, UCEA (July 1998- November 1999)
- President-Elect and Conference Program Chair, UCEA (November 1997 - November 1998)
- Plenary Session Representative, UCEA (January 1994 -1995; & 1988-89.)
- Executive Committee Nominating Committee Chair, UCEA (1994).
- Culbertson Award Selection Committee, UCEA (1994).
- Program Co-Chair, UCEA (1993). Conversations About Leadership & Learning, Houston, TX.

Other

- National Council for the Advancement of Educational Leadership Preparation (2002-2004).
- Consortium for Educational Leadership Development (1998).
- Council of Chief State School Officers, Interstate School Leaders, RFP Development Team for Administrator Licensure (1995).

- NPBEA Advisory Panel for Principal Licensure Standards (1994).

Service on Editorial Boards

- *Educational Administration Quarterly*. **Editor (2004-2009)**. Editorial Review Board (1996-2002; 1986-89). *EAQ* **Outstanding Reviewer Award (2002)**. Davis Award Selection Committee (1996). Senior Associate Editor (1990-92). Associate Editor (1989-90). **Invited Reviewer** (1990-1995, **2011-present**). UCEA Co-Presenter, *Publishing in EAQ*, A presentation at the 1991 UCEA Conference, Baltimore, MD.
- ***Journal of School Leadership***. Editorial Review Board (1996-1998). **Occasional Reviewer (2010-present)**.
- *UCEA Review*. Feature Editor (1994-98).
- *NCPEA Yearbook*, Editorial Board Member (1995).
- *People & Education: The Human Side of Schools*. Editorial Board Member (1993-96).
- *Theories & Practices: Journal for the Utah Association of Supervision & Curriculum Development*. Editorial Board Member (1994-95).
- *Administrative Science Quarterly* Invited Reviewer (1988-90).
- *Review of Higher Education* Invited Reviewer (1989-91).
- *Educational Evaluation and Policy Analysis* (2005)

Reviewer for Conference Proposals & Book Manuscripts

- Book/prospectus reviewer
 - P. Thurston et. al. book on personnel administration
 - D. Duke book on teacher supervision/appraisal
 - D. Dunlop book on gender issues
 - A. Gaynor theory/practice book
 - J. Starratt ethics book prospectus
 - McGraw Hill book: *Using Theory to Deal with Management Problems*
 - Book on *The Internship in Educational Administration*
- Proposal Reviewer for Division A, AERA Conference.
 - annually, 1989-present
- Proposal Reviewer for UCEA Conference.
 - annually, 1989-present

External Reviewer for Faculty Tenure and Promotion or Educational Administration Programs

- 2011 – University of Texas-Arlington
- 2011 – University of Central Florida, Tampa
- 2010 – University of Illinois, Chicago
- 2010 – University of Haifa, Israel
- 2009 – University of Northern Illinois
- 2009 – University of Texas-San Antonio
- 2009 – University of Pittsburgh
- 2008 – University of Missouri-Columbia
- 2007 – University of South Carolina – Columbia, SC
- 2007 – University of Wisconsin-Madison
- 2006 – University of Washington, Seattle
- 2006 – Tel Aviv University, Israel
- 2005 – College of William & Mary
- 2004 – University of California-Santa Cruz
- 2003 – Michigan State University
- 2003 – Teachers' College-Columbia
- 2002 – U of Nebraska
- 2001 - Ohio University
- 2001- Oklahoma State University
- 2001- Syracuse University
- 2000 - University of New Hampshire
- 2000 - University of Washington - Seattle
- 1997 - University of California-Santa Barbara faculty member
- 1997 - University of New Mexico faculty member
- 1996 - Oklahoma State University faculty member
- 1996 - St. John's University faculty member
- 1996 - State University of New York (SUNY) - Buffalo faculty member
- 1996 - University of Iowa, Division of Planning, Policy, & Leadership Studies

- 1995 – University of Nebraska faculty member
- 1995 – University of Connecticut faculty member
- 1994 – University of Kentucky faculty member
- 1993 – Ball State University faculty member

Other Local or Regional Professional Service

- Research Advisory Board Member, Arkansas Leadership Academy (2011-present)
- President-elect and Conference Program Chair, Arkansas Association of Colleges of Teacher Education (2011-12)
- Recorder/Secretary, Arkansas College of Education Deans Council (2010-12).
- Board Member, Arkansas Association of Colleges of Teacher Education (2010-2012).
- Evaluator for 2005-2007 Comprehensive School Reform Schools in Utah, Utah State Office of Education.
- Organizing Team Member, Daybreak School Community Project (2003-2005), Jordan School District.
- Deputy Superintendent Selection Team (2003), Jordan School District.
- Member, Utah State Office of Education Committee on NCLB “Teacher Quality” Implementation (2002)
- Co-Chair, Ad Hoc Committee on Middle Level Education & Licensure (2001)
- Member, Ad Hoc Committee on Alternative Teacher Preparation & Licensure (2001)
- Member, State Ad Hoc Committee on NCATE Accreditation and Teacher Testing (2000)
- Chair, State Articulation Committee for Teacher Education (1999-2004)
- Member, Ad Hoc Committee on NCATE Implementation & Teacher Testing (1999-2000)
- Steering Committee Member & Evaluator, Salt Lake District Mediation/Conciliation Project (1998-99).
- Co-Chair, Granite School District Task Force on Middle Level Education (1998-99).
- Advisory Task Force on Educator Pre-Service and In-Service Education, Joint Committee of Utah Board of Education and Utah Board of Regents, a committee appointed by the Utah Legislature (1997-98).
- UASCD Board Member (1994-95), Utah Association of Supervision & Curriculum Development.
- Administrator Applicant Screening Committee, Davis School District, (April, 1993).
- Mediator/Examiner for Teacher Evaluation Case, Millard School District, (May, 1992).
- Session Facilitator for Betty Mikkelson Presentation, Utah Women Educational Administrators Association Conference, Salt Lake City, UT, (Nov., 1991).
- University Representative to Louisiana Evaluation Team. The Commission of Secondary Schools of the Southern Association of Colleges & Universities, (November 1986).
- Panelist for Content Validity Study. National Teacher Exam - Administration & Supervision Area, (April 1986).

ADMINISTRATION & GOVERNANCE CONTRIBUTIONS

University of Central Arkansas

- Search Committee Chair, Leadership Studies PhD Program Director (2010-11)
- University College Task Force (2010-11)
- Search Committee, Vice-President for Institutional Advancement (Spring 2010)

University of Utah

- Search Committee Member, UU Admissions Director position (2007)
- Search Committee Member, College of Social & Behavioral Science International Policy Institute (2005)
- **Chair** of Internal Review Team for College of Nursing Graduate Council Review (2005)
- Convener, University Advisory Council for Teacher Education (1999-2004)
- University Curriculum Committee (1999-2004).
 - Course Numbering Sub-Committee (2001-2004)
 - Course Fee Sub-Committee (2001-2004)
- Parking Advisory Committee (2000-2001).
- Interim Representative to the Graduate Council (Spring semester, 2000)
- Faculty Representative to the University Faculty Hearing Committee (1998-99).
- College Representative to the University Promotion & Tenure Advisory Committee (UPTAC). (1996-99.)
- Faculty Senate Ad Hoc Committee to study Gender Equity in Professor's Salaries (1994-95).
- University Graduate Council (1993-95); appointed committee on review of Graduate Council review procedures.
- University Personnel Relations Committee (1992-95), **Chair** (1994-95).
- Planning Committee for U of Utah Women's Week (1995).
- University Faculty Hearing Committee, (6/91 - 6/94).
- Division of Continuing Education, Strategic Planning Committee, (1993).
- University Task Force for Expanding Women's Representation on Campus, (1991).
- University Discrimination Complaints Hearing Panel, (1990-92).

U of U College of Education (formerly Graduate School of Education)

- College of Education Leadership Team (2007-2009)
- College of Education **Associate Dean** for Professional Education (1999-2004).
- College of Education Curriculum Committee Convener (1999-2004).
- College of Education Academic Appeals & Misconduct Committee Convener (1999-2004)
- College of Education Retention, Promotion, & Tenure Committee (2000-2001).
- Teaching & Learning Department Search Committee for Department Chair Position (2000-2001)
- GSE Diversity Task Force (Spring 2000), **Chair**.
- GSE College Executive Committee (1998-99).
- College Representative to the University Promotion & Tenure Advisory Committee (UPTAC). (1996-99.)
- GSE Semester Conversion Committee (1996-98).
- GSE College Advisory Committee for Retention, Promotion, & Tenure (1997).
- Interdisciplinary Teacher Education Task Force (1995).
- Educational Administration Self-Study Committee, Institutional Report Contribution to the Utah State Office of Education Review (1995).
- Graduate School of Education Retention, Promotion, & Tenure Committee (1992-1994), **Chair** (1993-94).
- External Member of Educational Psychology Search Committee (1992-93).
- Graduate School of Education Executive Committee, (1990-92).
- Graduate School of Education Minority Recruitment Committee, (1990).
- College Council Academic Standards Committee, (1989-90).

U of U Department of Educational Leadership & Policy (formerly Educational Administration)

- Department **Chair** (2005-2009)
- Department MED Program Revision Committee **Chair** (2003-2004).
- Department Comprehensive Exam Committee **Chair** (2002-2003), Member (2003-2004).
- Department Academic Program & Standards Committee (2001-2002).
- Department Search Committee (2001-2002).
- Department **Associate Chair** & Director of Graduate Studies (1992-1998).
- Department Program & Academic Standards Committee (1994-present), **Chair** (1994-1999).
- Department Doctoral Student Advisor (1996-1998).
- Dept. of Educational Administration Retention, Promotion, & Tenure Committee, U of Utah, (1991-present), **Chair** (1991).
- Dept. of Educational Administration Search Committee **Chair**, (1993-94; 1990-91).
- Dept. of Educational Administration Admissions Committee, (1989-91), **Chair**, (1991-93).
- Dyer Fellowship Committee **Chair** (1992-94).
- Dept. of Educational Administration Curriculum Committee, (1990-91).
- Campbell Fellowship Committee, U of Utah, (1990-92).
- Director of Intermountain NASSP Assessment Center, (1990-92).

Louisiana State University

- Educational Administration Program Coordinator, LSU, (August 1988-89).
- LSU Alumni Federation Graduate Fellowship Selection Committee, (1989).
- Seminar Organizer & Speaker on Personnel Administration Research, EDAF Professional Development Seminar for Graduate Students, LSU, (1989).
- LSU Holmes Task Force Member, Reform of the Teacher Preparation Program, (1988-89).
- Chair of the LSU College of Education Development Committee, (1986-1988).
- Member of the LSU College of Education Research Advisory Council, (1988-89).
- Co-Trainer for LSU ADVANCE, a Training Seminar in Teacher Performance Appraisal & Instructional Supervision, LSU (1986, Feb.)
- Panel Reactor to *Key Legal Issues in Staff Dismissal* by J. Bertrand. LSU College of Education Symposium, Baton Rouge, LA, (1985, Oct.).

TEACHING / ADVISING**Courses Taught**

- Ph.D. Professional Seminar
- Human Resource Policy Seminar (doctoral)
- Personnel Administration in Education (masters)
- Quantitative Research Methods (doctoral)
- Analytic Methods for Decision-Making (masters)
- Edd Applied Field Research (doctoral)

Student Advisement (@ U of Utah)

-Doctoral student committees, U of Utah (1989-2009)

***Chair – Dissertations/Clinical Studies/Capstone Projects supervised and completed**

Ann Adams (*Co-Chair, PhD Completed Spring 1993)
 Ann Miller (*Chair, EdD Completed Spring 1994)
 Sue Carole Robinson (*Chair, EdD Completed Spring 1994)
 Kim Langton (*Chair, EdD Completed Spring 1995)
 Marshall Garrett (*Chair, EdD Completed Fall 1996)
 Mike Graf (*Chair, EdD Completed Spring 1997)
 Ken Hadlock (*Chair, EdD Completed Spring 1998)
 Randy Merrill (*Chair, EdD, Completed Summer 1999)
 Christine Huley (*Chair, EdD, Completed Spring 2002)
 Phil Kramer (*Chair, EdD, Completed Spring 2003)
 Howard Sagers (*Chair, EdD, Completed Spring 2004)
 Uinise Langhi (*Chair, EdD, Disqualified from Completion 2004)
 Karen Kowalski (*Chair, EdD, Completed Spring 2005)
 Nancy Jadallah (*Chair, EdD, Completed Spring 2005)
 Donna Pope (*Chair, PhD, withdrew)
 John Zamora (*Chair, EdD, withdrew)
 Bonnie Lantz (*Chair, EdD, withdrew)
 Pam Hallam (*Co-Chair, EdD, completed 2006)
 Anthony Godfrey (*Chair, EdD, completed 2007)
 Bill Kenley (*Chair, EdD, completed 2007)
 Judy Park (*Chair, EdD, completed 2007)
 Jody Wihongi (*Chair, EdD, completed, 2008)
 Sherry Thompson (*Co-Chair, EdD, completed 2007)
 Rich Price (*Chair, EdD, completed, 2008)
 Sue Heath (Chair, EdD, completed 2009)
 Maggie Cummings (*Co-Chair, PhD, completed 2010)
 Norma Jean Remington (*Chair, EdD, withdrew)
 Dennis Edmonds (*Chair, EdD, incomplete)
 John Allred (*Chair, PhD, incomplete)
 Laura Layton (*Chair, PhD, withdrew)

Member

Nancy Sorenson (PhD Completed Spring 1991)	Diane Kawamura (PhD Completed Spring 1992)
Dave Douglass (PhD Completed Summer 1992)	Julene Oliver (PhD Completed Spring 1992)
Hye Sook Kim (PhD Completed Spring 1993)	Kerrie Naylor (PhD Completed Fall 1993)
Consuelo Lopez (PhD Completed Fall 1993)	Doug Christianson (PhD Completed Fall 1993)
Steve Oliverson (PhD Completed Summer 1994)	Marv Johnson (EdD Completed Spring 1994)
Mary Voelker (EdD Completed Spring 1994)	Lee Peters (EdD Completed Spring 1995)
Randy Honaker (EdD Completed Spring 1995)	Catherine Chambliss (PhD Completed Winter 1996)
Martha Kupferschmidt (EdD Completed Su 1995)	Nancy McCormick (PhD Completed Spr 1996)
Steve Hirase (EdD Completed Fall 1996)	Robert Peterson (PhD Completed Spring 1997)
Danny Talbot (EdD Completed Spring 1997)	Pat Garcia (EdD Completed Spring 1997)
Melinda Looman (PhD Completed Dec 1997)	Joey Foote (PhD) – incomplete degree
Al Church (EdD Completed 1998)	Nancy Handy (PhD) – dismissed from program
Rebecca Raybould (PhD, Completed 2000)	Joyce Gray (EdD, Completed 2000)
Robyn Roberts (EdD, Completed 2000)	Jeff Hoyt (PhD, Completed 2000)
Karen Berner (PhD, Completed 2000)	Mike Ellis (EdD, Completed 2000)
Tracy Stewart (EdD, Completed 2001)	Kathy Girton (PhD, Completed 2001)
Debi King (EdD, completed 2002)	Suzanne Espinoza (PhD, Completed 2001)
Amy Bergerson (PhD, completed 2002)	Jason McCreary (PhD, completed 2002)
Randy Schelbe (PhD, completed 2002)	Bryan Bowles (EdD, completed 2003)
McKell Withers (EdD, completed 2003)	J.D. Rottweiler (PhD, completed 2005)
Kevin Walthers (PhD, completed 2005)	Gayle Fortna (EdD)
John Vickroy (EdD)	John Patton (EdD, completed 2004)
Sunny Chen (Nursing PhD, completed 2004)	RoseMarie Hunter (Social Work PhD, completed 2004)

Paul Shepard (EdD, completed 2006)
 Vicki Carter (PhD, completed 2007)
 Syd Dickson (EdD, completed 2007)
 Cheryl May (EdD, completed 2007)
 Marilyn Miller (PhD, completed 2008)

Judi Whitaker (PhD, completed 2006)
 Robert Dowdle (EdD, completed 2007)
 Kimberly Beck (EdD, completed 2007)
 Tim McConnell (EdD, completed 2007)
 Rodney Rose (PhD, completed 2008)

ACTIVE PROFESSIONAL ASSOCIATION MEMBERSHIPS

-American Educational Research Association, Division A (1982-present).

- *Co-Chair (with Margaret 'Terry' Orr) and Member, Joint Task Force on Leader Preparation Effectiveness (2003-2009)
- *1997-99 Secretary
- *(1997-99) Chair, Task Force on Inquiry & Research in Division A, AERA
- *1996 Davis Award Selection Committee
- *1995-96 Affirmative Action Chair
- *1994 Division A Program Committee, Subdivision Co-Chair
- *1993 Distinguished Faculty/Invited Presenter for Graduate Student Seminar

-University Council for Educational Administration (1984-present).

- *Research Advisor, UCEA Center for Research on Leader Preparation
- * Advisory Board Member, UCEA Center for the Study of the Superintendency and District Governance (2010-present)
- *Advisory Board Member, Duquesne University Center for Leadership and Social Justice (2007-2010)
- *UCEA Distinguished Service Award (2009)
- *UCEA Taskforce on Leadership Education Research, *National Handbook on Leadership Education* (2005-07)
- *EAQ Editor (2004-2009)
- *Co-Chair and Member, Joint Task Force on Leader Preparation Effectiveness (2003-2009)
- *Executive Committee Member (1995-2002)
- *President (1998 -1999)
- *Features Editor, *UCEA REVIEW* (1994-1998)
- *Utah's Plenary Session Representative (1994-95)
- *Culbertson Award Selection Committee (1994)
- *Nominating Committee for Executive Board (1994)
- *Program Co-Chair, 1993 UCEA Conference
- *LSU's Plenary Session Representative (1988-89)