

Dr. Howard H. Ebmeier

Birthdate and Place: April 1, 1947, Grand Island, Nebraska
Marital Status: Married to Catherine Ann Hallberg, July 28, 1973
Children: Jill Marie, August 20, 1979
Karen Lynn, December 7, 1981
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EDUCATION

- B.S. in Chemistry with Mathematics minor, University of Nebraska, Lincoln, 1969
- M.Ed. in Curriculum and Instruction, University of Nebraska, Lincoln, 1973
- Ph.D. in Curriculum and Instruction with minors in Computer Science and Educational Administration, University of Missouri, Columbia, 1978

PROFESSIONAL EXPERIENCE

- 1. University of Kansas, Lawrence**-A comprehensive research university serving approximately 28,000 students.
 - Fall 1991 and Summer 1994 Department Co-Chair and Temporary Chair, Educational Policy and Administration
 - 1989-1993, 1998-present Program Area Coordinator, Educational Administration
 - 1987-Present Associate Professor of Educational Policy and Administration
- 2. Community Unit School District 200, Wheaton, Illinois**-An affluent Chicago suburban school district serving 10,000 students with a professional staff of 600 teachers, 42 administrators, and 300 other support personnel.
 - 1986-1987 Acting Superintendent for Legal Affairs
 - 1984-1987 Assistant Superintendent for Administration
 - 1980-1984 Director of Research and Evaluation
- 3. Des Moines Community School District, Des Moines, Iowa**-An urban school district serving 35,000 students with a professional staff of 2,500 teachers, 150 administrators, and 900 other support staff.
 - 1978-1980 Program Evaluator
- 4. University of Missouri-Columbia**-A comprehensive research university serving approximately 28,000 students. Graduate Student 1976-1978.
- 5. Community School District 66, Omaha, Nebraska** Chemistry teacher 1973-76
- 6. Federal Government and Nebraska State Department of Health** Forensic Chemist 1970-1973

SCHOLARSHIP

A. Books or Book Chapters

- Ebmeier, H., and Good, T. (1981). The effects of instructing teachers about good teaching on the mathematics achievement of fourth grade students, *Evaluation Studies Annual*, Volume 6, Howard Freeman and Marian Solomon (Eds.), Beverly Hills, California: Sage Publications.
- Good, T., Grouws, D., and Ebmeier, H. (1983). *Active mathematics teaching*. New York: Longman.

Ebmeier, H. (1992). *Diagnostic assessment of school and principal effectiveness: A reference manual*. Topeka, Kansas: KanLEAD Educational Consortium Technical Assistance Center.

B. Refereed Articles

- Ebmeier, H. (1978). Qualitative-quantitative analysis of selected ions present in moderately polluted water, *Chemistry*, American Chemical Society, 51(3), 27-30.
- Ebmeier, H. (1978). Qualitative-quantitative analysis of selected molecules present in moderately polluted water, *Chemistry*, American Chemical Society, 51(4), 27-30.
- Good, T., Ebmeier, H., and Beckermen, T. (1978). Teaching mathematics in high and low SES classrooms - An empirical comparison, *Journal of Teacher Education*, 29(5), 85-90.
- Ebmeier, H., and Good, T. (1979). The effects of instructing teachers about good teaching on the mathematics achievement of fourth grade students, *American Educational Research Journal*, 16(1), 1-16.
- Ebmeier, H. (1983). Improving the productivity of testing programs through matrix sampling, *Educational Leadership*, 41(3), 63-64.
- Ebmeier, H., and Cheung, M. (1984). School closing decisions: How the computer can help, *Illinois School Board Journal*, 52(6).
- Ebmeier, H. et al. (1985). An empirical comparison of two delivery systems for gifted education, *Gifted Child Quarterly*, 29(1), 15-19.
- Ebmeier, H., and Schmulbach, S. (1989). An examination of the selection practices used in the Talent Search Program, *Gifted Child Quarterly*, 33(4), 134-141.
- Ebmeier, H., and Wilson, A. (1989). The development of an instrument for client based principal evaluation, *Educational Considerations*, 16(2), 45-49.
- Ebmeier, H., Jenkins, R., and Crawford, G. (1991). The predictive validity of student evaluations in the identification of meritorious teachers. *Journal of Personnel Evaluation in Education*, 4(5), 341-357.
- Ebmeier, H. (1991). The development and field test of an instrument for client based principal formative evaluation, *Journal of Personnel Evaluation in Education*, 4(4), 245-278.
- Ebmeier, H., Twombly, S., Teeter, D. (1991). The comparability and adequacy of financial support for schools of education, *Journal of Teacher Education*, 42(3), 226-235.
- Ebmeier, H., and Hart, A. (1992). The effects of a career-ladder program on school organizational process, *Educational Evaluation and Policy Analysis*, 14(3), 241-260.
- Synder, J., and Ebmeier, H. (1992). Empirical linkages among principal behaviors and intermediate outcomes: Implications for principal evaluation, *Peabody Journal of Education*, 68(1), 75-108.
- Siens, C., and Ebmeier, H. (1996). Developmental supervision and the Reflective Thinking of Teachers, *Journal of Curriculum and Supervision*, 11(4), 299-319.
- Emly, K., and Ebmeier, H. (1997). The predictive validity of branched and structured employee interviews. *Journal of Personnel Evaluation in Education*, 11(1), 39-56.
- Ebmeier, H., and Nicklaus, J. (1999). The impact of peer and principal collaborative supervision on teachers' trust, commitment, desire for collaboration, and efficacy. *Journal of Curriculum and Supervision*, 14(4), 351-378.
- Ebmeier, H., (2002). How supervision influences teacher efficacy and commitment: An investigation of a path model. *Journal of Curriculum and Supervision*, in press.
- Rice, S., and Ebmeier, H. (2002) Differentially weighting grades in high school: A critique from the perspective of social justice. *Journal of School Leadership*, 12, 3.

C. Invited Articles

Twombly, S., and Ebmeier, H. (1990). Educational Administration Programs: The Cash Cow of the University, *National Policy Board on Educational Administration-Position Paper*, Arlington, VA.

D. Articles in the Review Process

Rice, S. and Ebmeier, H. (2000). Differentially weighted grades in high school: A critique. *Equity and Excellence in Education* (under review).

E. Refereed National Presentations

- Ebmeier, H., and Good, T. (1979). Aptitude-treatment interaction in fourth grade mathematics. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Ziomek, R., Wilson, M., and Ebmeier, H. (1980). The effects of integration on the social class structure of the elementary classroom. Paper presented at the annual meeting of the American Educational Research Association, Boston.
- Ebmeier, H., Good, T., and Grouws, D. (1980). A comparison of ATI findings across two large scale process-product studies in elementary mathematics. Paper presented at the annual meeting of the American Educational Research Association, Boston.
- Ebmeier, H., Schoenenberger, B., and Ziomek, R. (1980). A naturalistic study of the effects of assigning an elementary principal to two buildings. Paper presented at the annual meeting of the American Educational Research Association, Boston.
- Ebmeier, H. and Ziomek, R. (1982). Engagement rates as a function of subject area, grade level and time of day. Paper presented at the annual meeting of the American Educational Research Association, New York.
- Ebmeier, H. and Ziomek, R. (1982). Increasing engagement rates of low and high achievers. Paper presented at the annual meeting of the American Educational Research Association, New York.
- Ziomek, R., and Ebmeier, H. (1984). An empirical verification of a proposed synthesis of time-on task models. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.
- Ebmeier, H., and Ziomek, R. (1984). Engagement rates and activity formats across subject area. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.
- Ebmeier, H. (1986). The effects of closing a high school on parent attitudes, student attitudes, and student achievement. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Ebmeier, H. (1986). Administrator attribution of impediments to change. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Anderson, L., and Ebmeier, H. (1987). The development and implementation of a career ladder/merit pay program. Presentation at the National Staff Development Council, Seattle.
- Ebmeier, H., Harkin, M., and Lee, R. (1988). A case study of two career ladder/merit pay programs. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.
- Wilson, A., and Ebmeier, H. (1988). The curricular content of a principal preparation program: A review of the research. Paper presented at the annual meeting of the University Council for Educational Administration, Cincinnati.
- Ebmeier, H., Crawford, G., and Twombly, S. (1988). Implications of executive MBA programs for educational administration programs. Paper presented at the annual meeting of the University Council for Educational Administration, Cincinnati.
- Crawford, G., Ebmeier, H., and Imber, M. (1988). Values and ethics: Their role in the preparation of educational administration. Paper presented at the annual meeting of the University Council for Educational Administration, Cincinnati.
- Ebmeier, H., and Schmulbach, S. (1988). Selection practices using standardized tests and the SAT. Paper presented at the annual meeting of the National Association for Gifted Children, Orlando.
- Ebmeier, H., and Wilson, A. (1989). The development of an instrument for formative client based principal evaluation. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Ebmeier, H. (1989). Principal behaviors and student affective outcomes. Paper presented at the annual meeting of the University Council for Educational Administration, Phoenix.
- Twombly, S., and Ebmeier, H. (1989). Educational administration programs: The cash cow of the university. Paper presented at the annual meeting of the University Council for Educational Administration, Phoenix.
- Ebmeier, H. (1990). Principal behaviors and student outcomes. Paper presented at the annual meeting of the American Educational Research Association, Boston.

- Ebmeier, H., Jenkins, R., and Crawford, G. (1991). The predictive validity of student evaluations in the identification of meritorious teachers. Paper presented at the annual meeting of the American Educational Research Association, Chicago.
- Ebmeier, H. (1991). The development and field test of an instrument for client based principal formative evaluation. Paper presented at the annual meeting of the American Educational Research Association, Chicago.
- Newman, J., and Ebmeier, H. (1991). The criteria parents use to form attitudes about schools: the effect of SES. Paper presented at the annual Meeting of the American Educational Research Association, Chicago.
- Twombly, S., Ebmeier, H., and Teeter, D. (1991). Schools of education: the cash cow of the university? Paper presented at the annual meeting of the American Educational Research Association, Chicago.
- Ebmeier, H., & Hart, A. (1992). An examination of the effects of a career ladder program on school organizational processes. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Ebmeier, H., & Dabbas, A. (1992). The criteria special and regular education parents use to evaluate schools: similarities, differences, and implications. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Ebmeier, H. and Cooper, D. (1994). The effect of career ladders on school innovation. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, 1994.
- Shirk, L. and Ebmeier, H. (1996). Using the Computer in Branching Selection Interviews. Paper presented at the annual meeting of Educational Planning, New Orleans, LA.
- Ebmeier, H. and Nickleson, S. Estimating principal supply: Going beyond counting certificates. Paper presented at the annual meeting of UCEA, St. Louis, MO, 1998.
- Ebmeier, H. How supervision works: An investigation of a path model through structural equation modeling, Albuquerque, NM, 2000.

F. Invited National Presentations

- Ebmeier, H. (1982). Uses and abuses of standardized testing: Advice to practitioners. Paper presented at the annual meeting of the North Central Association of Colleges and Schools, Chicago.
- Ebmeier, H. (1986). Process-product studies and mathematics education. Presentation at the National Council of Teachers of Mathematics 1986 pre-conference session, University of Maryland.
- Ebmeier, H. (1990). Diagnostic assessment of principal and school effectiveness. Poster presentation at the Southwest Section of the Holmes Group Spring Conference, Houston.
- Ebmeier, H. (1990). The assessment of school and principal effectiveness. U.S. Department of Education LEAD Conference, Washington, D.C.

G. Other Scholarship

- Ebmeier, H. (1989). Diagnostic Assessment of Principal and School Effectiveness. A battery of five normed and standardized instruments for use in the schools to assess the effectiveness or their organization. Published by a consortium of administrator groups and the Kansas State Department of Education. Technical Manual.
- Ebmeier, H., and Crawford, G. (1990). Principal Effectiveness= School Effectiveness, Live five-hour national satellite television presentation through the Star Schools Project at the University of Kansas.
- Ebmeier, H. and Nicklaus, J. (1998). Teacher Evaluation Implementation Guide for Fairbanks, North Star Borough School District.
- Ebmeier, H. (2000). New Perspectives in HRM – textbook review for Addison-Wesley.

H. Major Technical Reports and Evaluation Studies

- Experimental Study of Mathematics Instruction in Elementary Schools. Final Report of National Institute of Education Grant NIE-G-77-003, 1979 (major contributor)
- Evaluation of the Des Moines Public School Language Arts Program, 1978-1980

- Evaluation of the Des Moines Public School Reading Program, 1978-80
- Preventing School Dropouts--An Experimental Program, Des Moines Public Schools, 1980
- Increasing Language Proficiency in Special Education Students-An Experimental Study, Des Moines Public Schools, 1979
- Evaluation of the Des Moines Public School Science Program, 1978-1980
- Staff Absences: Where Do We Stand? Des Moines Public Schools, 1980
- An Examination of the Staffing Patterns of Substitute Teachers, Des Moines Public Schools, 1979
- Experimental Research in Secondary Mathematics Classrooms: Working with Teachers, Final Report of National Institute of Education Grant NIE-G-79-0103, 1981 (major contributor)
- An Analysis of the 9-12 Standardized Test Results, Wheaton Public Schools, 1980, 1981, 1982, 1983, 1984, 1985
- An Analysis of the K-8 Standardized Test Results, Wheaton Public Schools, 1981, 1982, 1983, 1984, 1985
- An Evaluation of the Pilot PE Program, Wheaton Public Schools, 1980
- An Evaluation of the Pilot Gifted Program, Wheaton Public Schools, 1980
- A Program for the Assessment of Student Outcomes: A Position Paper, Wheaton Public Schools, 1980
- Middle Schools: A Look at Both Sides, Wheaton Public Schools, 1981
- Enrollment Projections to the Year 2000, Wheaton Public Schools, 1982
- Student Academic Engagement Rates, Final Report of National Institute of Education Grant NIE-G-0-0892, 1983 (principal investigator)
- Cost Related to the Number of Academic Periods in the School Day: A Policy Paper. Wheaton Public Schools, 1984
- Community Attitudes and Potential Voter Behavior, Wheaton Public Schools, 1984
- Alternative Staffing Patterns: A Look at Several Scenarios, Wheaton Public Schools, 1985
- National, State, and Local Trends as They Affect District 200, Wheaton Public Schools, 1986
- An Evaluation of the Drug and Alcohol Free Schools Through District Level Training Program, U.S. Department of Education (84-207), 1990 and 1991
- An Evaluation of the Kansas City, Missouri Southwest Cluster Magnet Schools, Kansas City, Missouri Public Schools, 1990
- An Evaluation of the Inupiaq Immersion Language Program, North Slope Borough School District, Barrow, Alaska, 2000

I. Grants and Awards

- "Best Evaluation Report of an Administrative Problem" - awarded by the American Educational Research Association, Boston, 1980; (Staff Absences: Where Do We Stand?, Des Moines Public Schools)
- Research Assistant - NIE (FD3-2834) Good, T. (principal investigator) and Grouws, D. - A Study of the Impact of Teaching on Cognitive and Affective Student Growth, 1976
- Research Associate - NIE (NIE-G-77-0003) Good, T. (principal investigator) and Grouws, D. - A Naturalistic and Experimental Study of Fourth Grade Mathematics, 1978
- Principal Investigator - NIE (NIE-G-0-0892). Student Academic Engagement Rates as a Function of Context and Instructional Methods, 1980
- Research Associate - NSF Good, T. (principal investigator) and Grouws, D. - A Study of Grouping Procedures in Elementary School Mathematics, 1986-1988
- Principal Investigator - U. S. Dept. of Education LEAD Program #84-178, Subcontract through KANLEAD Project. Development of a Diagnostic Instrument for the Evaluation of School Administrators, 1988-1990
- Danforth Foundation Program Revision Grant. Responsible for initial contact with the foundation, grant proposal and follow-up contact. The grant was awarded to the department as a whole, 1988-1990
- Program Evaluator - Drug and Alcohol Free Schools Through District Level Training, U.S. Department of Education (84-207), William Holloway (Principal investigator), 1990-1992. (Study in progress)
- Principal Investigator - The Effects of Clinical Supervision on Teachers, Administrators, and Students, Funded by the Topeka Public Schools, 1990-1993 (Study in progress)

- Principal Investigator - U. S. Dept. of Education LEAD Program #84-178, Subcontract through KANLEAD Project. Development of a Diagnostic Instrument for the Evaluation of School Administrators. (Continuation grant) 1990-1991
- Principal Investigator - U. S. Dept. of Education LEAD Program #84-178, Subcontract through KANLEAD Project. Development of a Diagnostic Instrument for the Evaluation of School Administrators. (Continuation grant) 1992-1993

SERVICE TO THE UNIVERSITY AND TO THE PROFESSION

A. University Service

- Member of the team that wrote the School of Education Proposal to the John and Catherine MacArthur Foundation, 1988
- Member of the development team which designed the Instructional Leadership program, 1987-93
- Member of School of Education New Facility Construction Planning Team, 1988-89
- Member of School of Education Personnel Committee, 1988-90
- Member of EPA Personnel Committee, 1988-90 and 1990-91
- Program Coordinator for Educational Administration, 1988-93
- School Improvement Institute Faculty Member, 1988, 1989-91
- Member of the EPA Admissions/ Exception Committee, 1990-91
- Member of the EPA Program Revision Committee to design new masters and doctoral programs, 1988-91
- Member of the School of Education Professional Development School Committee, 1991-95
- University Council for Educational Administration plenary representative, 1991-1998
- Department Co-Chair, 1991 and Summer, 1995
- University representative to Regent's program review of Educational Administration Programs, 1991-94
- Member of the School of Education Reorganization Committee, 1992-93
- Member of the School of Education Technology Committee, 1994-97
- Member of the School of Education Resource Committee, 1995-97
- Member of the School of Education ILP study committee, 1994-96
- Member of the EPL/CI Governance Committee, 1996-97
- Member of School of Education ILP III Committee, 1998-99
- Member of TL Hospitality Committee, 1998-99
- Member of the Roles and Responsibilities Committee, 1998-2001
- Member of the TL Personnel Committee, 1999-2001
- Educational Leadership Program Coordinator - 1998-
- Student Evaluation of Faculty Committee, 2001-2002
- School of Education Code Revision Committee, 2001-2002

B. National and State Professional Service

- Reviewer for National Institute of Education
- Reviewer for the American Educational Research Association Annual Convention
- Reviewer for the University Council for Educational Administration Annual Convention
- Service on the Teacher Certification and Student Assessment Advisory Board, Illinois State Board of Education, 1986-1987
- Service on the Advisory Board of the KanLEAD project for the development of educational leadership, 1987-1992
- President of the Kansas Professors of Educational Administration Association, 1988-89
- Advisor for Program Development and Evaluation-National Dairy Council, 1981-82, 1988-89
- Advisor to the Missouri State Dept. of Education - Career Ladder Program, 1988-1990
- Advisory Reviewer- *Educational Administration Quarterly*, Sage Publications, 1990-1995
- Advisory Reviewer- *Journal for Research in Mathematics Education*, National Council of Teachers of Mathematics, 1990-1995
- Advisory Reviewer- *American Educational Research Journal*, American Educational Research Association, 1991-2001
- Advisory Editor- *Elementary School Journal*, University of Chicago Press, 1980-1994

- Advisory Reviewer- University Council for Educational Administration annual meeting, 1995-present
- Editorial Board – Journal of Curriculum and Supervision, 2001-
- American Association of School Personnel Administrators- Interview system development 2001-

C. School District Professional Service

- Keeneyville Public Schools, Illinois - Development of a system-wide testing program, 1982
- Bloomington Public Schools, Illinois- Development of a student accountability system, 1983
- Leyden Township Schools, Illinois - In-service presentation, 1986
- Rantoul Educational Service Region, Illinois - Development of a gifted education program, 1986
- Crete-Monee Schools, Illinois - Development of a program evaluation capacity, 1986
- Elgin Educational Service Region, Illinois - Development of gifted curriculum, 1987
- Mineral Point Schools, Wisconsin - Identification of district goals, 1987
- KAW Valley Inservice Program, Kansas - In-service presentation, 1987, 1988, 1989
- Rosemont, Minn. Public Schools - Development of a program evaluation capacity, 1988
- Oskaloosa, Kansas Public Schools - Development of system goals, 1988
- Ottawa University - Inservice presentation, 1988
- Thorton Fractional High School District, Illinois - Enrollment projections and test analysis, 1989
- Tonganoxie, Kansas School District 464 - Chief negotiator for the school board, 1989
- Kansas City, Mo. Elementary Principals Association - Inservice presentation, 1989
- School of Education Mini-Conference on Instructional Leadership - Chaired several sessions, 1989
- Kansas City, Missouri Public Schools - Evaluation of the Magnet Schools, 1989
- Valley Falls, Kansas School District - Development of District Goals, 1989
- Topeka, Kansas Public Schools - Development of Clinical Supervision System, 1990-1995
- Kansas State School Boards Association - Selection of the Superintendent of USD 464, 1990
- Thorton Fractional High School District, Illinois - Establishment of Criteria References Assessment System, 1992-1992
- El Dorado, Kansas - Demographic Analysis, Facility Utilization, and Enrollment Projections, 1992
- North Central Association - Presentations in Lawrence and Topeka about diagnostic assessment methods and practices that could be used in the NCA evaluation process, 1992
- USA Conference, Wichita, Kansas - Presentation concerning the Diagnostic Assessment Instrument of School and Principal Effectiveness, 1993
- Lawrence, Kansas - Enrollment Projections and Facility Study while serving as a member of the Elementary School Facility Study Committee, 1991-92 and 1993-94
- Bonner Springs, Kansas - Inservice presentation about the Diagnostic Assessment Instrument, 1993
- Holton, Kansas - Inservice presentation about the Diagnostic Assessment Instrument, 1993
- Leavenworth, Kansas - Resolving internal conflict workshop, 1992-93
- McPherson, Kansas - Job evaluation and salary schedule assessment, 1993-94
- Halstead, Kansas - Enrollment projections and demographic analysis, 1994
- Iditerod School District, McGrath, Alaska - Staff Development and Evaluation Workshops, 1994
- Olathe Public Schools - Workshop on the legal aspects of teacher evaluation, 1996
- Fairbanks, Alaska Public Schools - Staff Development and Evaluation Workshop, 1996
- Fairbanks Alaska Public Schools - Development of an interview system, 1997
- Lawrence, Kansas Public Schools - Development of minimum competencies for teacher evaluation, 1997
- Lawrence, Kansas Public Schools - Development of a teacher evaluation system, 1997-98
- Fairbanks, North Star Borough School District - Human Resource policy development, 1998
- Fairbanks, North Star Borough School District - Summer workshop on teacher evaluation, 1998
- Lawrence, Kansas Public Schools - Implementation of a teacher evaluation system, 1998-2000
- Turner USD, Kansas City, KS - Linking staff development and teacher evaluation, 1998
- Lawrence, Kansas Public Schools - Developing a Weighted Grading System, 1999
- North Slope Borough School District, Alaska - Evaluation of Immersion Programs, 1999-2000
- Johnson County Community College Evaluation of Professional Staff, 2001

TEACHING**A. Courses Taught**

EPA 709/753 Introduction to Personnel
EPA 909/953 Advanced Personnel
EPA 803 Teacher Evaluation
EPL 807/853 Staff Development and Evaluation
EPA 804 Facility Planning and Management
EPA 998 Staff Development
EPA 998 Instructional Leadership
EPA 998 Lead Teacher Program
EPA 998 Advanced Clinical Supervision
EPL 901 Research in Educational Administration
EPA 720 Organization and Governance of Schools
EPL 903 Supervision of Instruction
EPL 710 Analysis of Administrative Problems
EPL 966 American Educational Reform Movements
EPL 918 District Leadership

B. Dissertations and Masters Projects Chaired

Mike Stithem, A Study of Elementary School Absenteeism and School Achievement (M.S.)-1989
Jeanne M. Hogan, The Interview as Part of the Employee Selection Process (M.S.)-1989
Debra Miller, Interactions Between Interview Format and Individual Characteristics (M.S.)-1990
Henry Elliott, Principal Behaviors in 9-12 and 7-12 Secondary Schools (M.S.)-1990
Joyce Tallman, Writing Job Descriptions for Classified Employees: A Manual for the Administrator (M.S.)-1990
Judy Welter, Sources of Teacher Assistance Across Contexts (M.S.)-1990
Janell Newman, Parent Attitudes Toward Schools Across SES (Ed.D.)-1990
Jody Booth, The Criteria Parents Use to Form Attitudes Toward Schools: The Effects of Parent Gender (Ed. D)-1990
Aida Dabas, Attitudes of Parents of Special Education Students Toward Schools (Ph.D.)-1991
Sherrill Martinez, Early Primary Student Achievement, Self-Concept, Social Skills, and Need for Special Education Services: Products of Programs of Classroom Environments (Ph.D.)-1991
Dennis Cooper, The Impact of Career Ladders on School Adaptation (Ed.D.)-1991
Jane Ann Welch, Parent Attitudes Toward Schools Across Community Size (Ed.D.)-1992
Joe Synder, Path Analytical Modeling of Organizational Behavior (Ph.D.)-1992
Bill Armstrong, Pre-Sage Indicators of Principal Effectiveness in Clinical Supervision Conferences (Ed.D.)-1993
Greg Netzer, The Effect of Clinical Supervision on Teacher Reflection (Ed.D.)-1993
Gus Jacobs, A Study of Principals' Analytic Abilities in Clinical Supervision Conferences (Ed.D.)-1993
Mary Alice Armstrong, A Study of the Impact of Clinical Supervision on Teacher's Behavior (Ed.D.)-1993
Phyllis Uchtman, An Empirical Study of Peer Teaching (Ed.D.)-1992
Katherine Siens, Developmental Supervision: An Empirical Test (Ph.D.)-1993
Lynn Wilson, A Historical Look at the Effective Schools Movement (Ed.D.)-1993
Ken Emley, Branching Interviews vs. Sequential Interview in Personnel (Ed.D.)-1994
Donna Severence, A Study of Communication Patterns in School Districts (Ed.D.)-1994
Claudia Evans, Developmental Supervision and Teacher Efficacy (M.S.)-1994
Nancy McGinnis, Staff Development Practices (Ph.D.)-1994
Jane Anderson, The Impact of Career Ladders on Student Morale, Integration, and Self-Concept (Ed.D.)-1995
Dave Winnas, Frames of Understanding Administrative Behavior (Ed.D.)-1995
Elizabeth Ann Sanders, Principal Efficacy (Ed.D.)-1995
Hatti Gilmore, Multi-Aged Grouping Practices-Impact on Students (Ph.D.)-1995

Marcia Bone, Multi-Aged Grouping Practices-Impact on Teachers (Ph.D.)-1995
Lynn Harrod, Violence in the Schools (M.S.)-1995
Jill Uland, Principal's Guide to Gifted Programs (M.S.)-1995
Jeff Borbely, Principal's Guide to the Internet (M.S.)-1995
Greg Osborne, Principal's Guide to Dealing With At-Risk Students (M.S.)-1995
Fred Haas, Achievement in Magnet School Summer Programs (M.S.)-1995
Connie Wehmeyer, Faculty Sharing Assignments (M.S.)-1995
Larry Shirk, Computer Adaptive Interviewing (Ph.D.)-1996
Bill Osbern, Developmental Supervision in Community Colleges (Ph.D.)-1996
Steve Gadecki, Financing Kansas Schools (M.S.)-1996
Kendra Bittner, Special Education Project (M.S.)-1996
Leslie Brown, Minority Recruitment (M.S.)-1996
Karey Ficken, Tech Prep Programs (M.S.)-1996
Kirsten Johnson, Administrator Use of the Internet (M.S.)-1996
Robin Stow, Alternative Forms of Assessment (M.S.)-1996
Vicki Schaez, Master Project (M.S.)-1996
Sally Nicholson, Supply-Demand of Elementary School Principals (Ed.D.)-1997
Eileen Strong, Teacher Efficacy (M.S.)-1997
Juanita Hemstead, Middle Schools and Project I, II, III (Ed.D.)-1998
Keith Beeman, Increasing Recruitment of Minorities (Ph.D.)-1998
Janice Grashel, Developmental Supervision and Employee Satisfaction (Ph.D.)-1998
Sally Nicholson, Administrator Supply and Demand (Ed.D.)-1998
Eric Smith, Developmental Supervision and School Process-A Structural Equation Model (Ph.D.)-1998
Jeff Borbely, A computer program to predicting long-term teacher salary costs (Ph.D.)-1998
Barry Cook, Principal communication networks (Ed.D.)-1998
Alice Kuo, Evaluation of Developmental Supervision in One School District (Ph.D.)-1999
Pat Cowan, Predictive power of competency-based and personality-based structured interviews in identifying successful teachers (Ed.D.)-1999.
Dianna Henderson, Predictive power of the GRE in Educational Administration Degree Completion (Ed.D.)-2000
Claudia Darnell, Models of Teaching and Principal Evaluations (Ed.D.)-2000
Mark Kelly, Informational Cascades and Madeline Hunter (Ed.D.)-2000
Everlyn Williams, Parent Satisfaction with Autism Service in Missouri (Ed.D.)-2000
Bruce Carter, A Review of Twenty Years of Publications in Staff Development (Ed.D.)-2001
Mark Schmidt, Effects of Early and Late Negative Information on the Selection Interview Decision (Ed.D.)-2002
Sara Jones, Full Day Kindergarten-A Meta Analysis (Ed.D.)-2002
Barbara Eddins, A Review of AASA's Ten-Year Reports on Superintendents (Ed.D.)- 2002

C. Students Working on Dissertations

Rita Altherr
Walter Bowman
David Cox
Erin Dugan
Brad King
Ina Claire Lister
Sherri Miller
Stephen Pummel
Pat Rowels
Gretchen Sherk
Susan Degroot
Donna Hughes
Robert Hachiya
Mark Yulich

D. Advisees Not In Dissertation Stage

In Educational Leadership, each professor takes 7-10 advisees per year. Currently I have about 30 advisees. Most masters students take a comprehensive exam and do not work on projects or theses. We jointly share responsibilities for these examinations and projects. About 15 masters students complete the program each year.

E. Dissertation Committee Membership Completed This Year

Brad Armstrong
Deidre Gibson
Julie Collins
Julia Crain
Wayne Burke
Todd Covalt
Valerie McNay

Other General Comments

1. I am currently appointed full time to the TL department with time allocated as follows: 20% research, 40% service (primarily as program coordinator), and 40% teaching.
2. Service as the program coordinator in Educational Leadership is time intensive (at least 16 hours per week) and involves the following activities:
 - student recruitment
 - coordination meetings among faculty
 - class scheduling and coordination
 - recruitment of adjunct faculty to teach
 - program development
 - coordination of all oral and comprehensive exams
 - program tracking of about 100 students
 - program information officer (each year I call or write to over 70 students who have interest in our programs or want to know about certification requirements) Last year I responded to over 300 e-mail messages about some aspect of the program.
 - web page maintenance and development (this year I developed and wrote the HTML language for the Educational Leadership Homepage which serves as the communication media to and from our students). We average about 4000 “hits” per year.
 - certification officer for programs in our area
 - preparation of all reports for accrediting agencies (major job this year)