

**Association for
the Study of
HIGHER
EDUCATION**

**1984
ANNUAL MEETING
March 12-14**

**The Conrad Hilton
Chicago, Illinois**



**One Dupont Circle, Suite 630
Washington, D.C. 20036
(202) 296-2597**

Monday, March 12, 1984

Pre-Conference Sessions

9:30 a.m.-11:30 a.m.

A. Focused Dialogues in Higher Education.

Topic: Management of Decline: Higher Education's Role in the Current Resource Crisis.

Room: 412

Co-chairs: John J. Gardiner, Oklahoma State University
Sheila A. Slaughter, State University of New York at Buffalo

This invitational session will include researchers who have been actively pursuing studies related to the topic. The group members will discuss conceptual and disciplinary issues pertinent to their research and identify specific areas of concern that seem fruitful to continue or initiate.

Sub-groups will convene during the annual meeting to consider alternative research designs and strategies for action. Results of these deliberations will be reported to interested ASHE members at a scheduled special topics session on March 13.

B. Higher Education Department Chairs and Program Heads

Room: 413

Chair: Jack H. Schuster, Claremont Graduate School

This session, sponsored by the Association's Curriculum Committee, provides an opportunity to share information about developments, problems and solutions occurring in graduate programs in higher education. Program heads or their representatives are encouraged to attend.

Registration

11:00 a.m.-8:00 p.m.

OPENING GENERAL SESSION ADDRESS

12:45 p.m.-2:00 p.m.

Room: Waldorf

Chair: Kathryn M. Moore, The Pennsylvania State University

Introducer: Jack Schuster, Claremont University

Speaker: Edward E. Lawler, III
Director
Center for Effective Organizations
University of Southern California

"Education, Productivity and the Quality of Work Life"

CONCURRENT SESSION I

Monday, March 12

2:15 p.m.-3:45 p.m.

I.A. The New Generation of Civil Rights Litigation: Applications to Higher Education Employment Policy. (Special Topics Session)

Room: 412

Chair/Discussant: Clifford P. Hooker, University of Minnesota

Panel: Barbara A. Lee, Rutgers University
George R. LaNoue, University of Maryland

This symposium will review recent civil rights litigation in three areas of employment which are of special concern to colleges and universities: (1) affirmative action "discrimination," in employment decisions; (2) the use of more demanding evaluation criteria when making promotion and tenure decisions; and (3) salary equity and criteria for determining compensation levels.

I.B. Faculty Motivations and Activities (Research Papers)

Room: 415

Chair/Discussant: Shirley M. Clark, University of Minnesota

Discussant: Susan Cameron, Syracuse University

- *Faculty Research Productivity: A Casual Model*
John W. Creswell and Robert A. Patterson, University of Nebraska—Lincoln
- *Mobilizing the faculty for Service: Attitudes Towards University-Sponsored Service Programs at Five State Universities:*
Lynn G. Johnson, University of Akron
Harold Yiannaki, Youngstown State University

I.C. Research on Student Performance (Research Papers)

Room: 413

Chair/Discussant: Richard Richardson, Arizona State University

- Discussant: Ann Morey, California State College and University System
- *Employment Characteristics and Postsecondary Education of Adult Learners.*
Kathleen F. Kelly and Jim Rock
Illinois Board of Higher Education
- *Predicting Black and White College Student Attrition, Progression and Performance: Qualitative Considerations in Higher Education Desegregation.*
Michael T. Nettles and A. Robert Thoeny
Tennessee Higher Education Commission

- *The Reciprocity Between Student-Faculty Informal Contact and the Undergraduate Grade Point Average of University Students.*
John P. Bean and George D. Kuh
Indiana University

I.D. Modes of Faculty Governance (Research Papers)

Room: PDR2

- Chair/Discussant: David Leslie, Illinois State University
- Discussant: Robert Hendrickson, University of Virginia
- *The Causal Association Between Faculty Unionism and Effectiveness in Colleges and Universities*
Kim Cameron
National Center for Higher Education Management Systems

- *Faculty, Decision-making Impact and Collective Bargaining in Community Colleges.*
Robert Decker, Edward Hines, and John Brickell
Illinois State University
- *The Diminishing Role of Faculty in Institutional Governance: Liberal Arts Colleges as the Negative Case.*
Martin Finkelstein, Seton Hall University
Alan O. Pfister, University of Denver

I.E. Issues of Student Support: Graduate and Undergraduate (Research Papers)

Room: 414

Chair/Discussant: A. Stephen Higgins, Ball State University

- Discussant: Larry Leslie, University of Arizona
- *Factors Contributing to the Postsecondary Enrollment Decisions of Maryland National Merit and National Achievement Semifinalists.*
Michael J. Keller and Mary P. McKeown
Maryland State Board for Higher Education
- *A Study of the Effectiveness of the Fellowship Selection Process at a Major Research University.*
Frank Goldberg
Northwestern University

CONCURRENT SESSIONS II Monday, March 12 4:00 p.m.-5:30 p.m.

II.A. A Report from the Study Group on the Condition of Excellence in American Higher Education. (Special Topics Session)

Room: PDR2

Chair: Dennis P. Jones, National Center for Higher Education Management Systems

- Members of Study Group:
Alexander Astin, University of California, Los Angeles
Herman R. Blake, University of California, Santa Cruz
Howard R. Bowen, Claremont University
Zelda Ganson, University of Michigan
Harold Hodgkinson, Institute for Educational Leadership
Barbara Lee, Rutgers University
Kenneth Mortimer, The Pennsylvania State University

Members of a recently appointed Study Group on the Condition of Excellence in American Higher Education will enter into dialogue with ASHE members about the Study Group's activities, the analytic framework being utilized, and observations and tentative conclusions arising out of the Group's deliberation.

II.B. Enrollment Planning and Survey Research Strategies (Research Papers)

Room: 415

Chair/Discussant: Larry Litten, Consortium on Financing Education

Discussant: Martine F. Hammond, University of Kansas

• *Higher Education Enrollment: The Interaction of Labor Market Conditions, Curriculum and Selectivity.*

Michael B. Paulsen, St. Ambrose College
Thomas F. Pogue, University of Iowa

• *Enrollment Management Strategies Among Selected State Universities.*
Ray A. Musson, University of Iowa

• *The Much-Maligned Mail Survey Re-examined: A Comparative Analysis of Procedures and Techniques for Increasing Response Rate.*

Lawrence S. Cole, The Pennsylvania State University
Robert E. Grinnell, Cazenovia College
Loren Tompkins, Emporia State University

II.C. Project ALTEL-Assessing Long Distance Learning Via Telecommunications (Special Topic Session)

Room: 412

Chair: Bruce N. Chaloux, Project ALTEL, Washington, D.C.

Discussant: J. Victor Baldridge, University of California, Los Angeles

Panel: Bruce N. Chaloux, Project ALTEL, Washington, D.C.
Gordon K. Davies, State Higher Education Executive Officers Association

Presentors will review the results of the two year study concerning authorization and accreditation of institutions and other organizations who offer instruction via telecommunications. Implications for all institutions and other organizations providing educational services will be discussed.

II.D. Public Policy Issues for Universities (Research Papers)

Room: 413

Chair/Discussant: James L. Miller, Jr., University of Michigan

Discussant: Robert Barak, Iowa State Board of Regents

• *The Legislature and the University: Conflict in Higher Education.*

Ann Zisman, University of California at Berkeley

• *Formal Assessment of the External Environment of a University: Constraints and Possibilities.*

James C. Hearn and Richard B. Heydinger
University of Minnesota

BUSINESS MEETING

Monday, March 12

7:30 p.m.-8:30 p.m.

Room: Waldorf

Presiding: Kathryn M. Moore, The Pennsylvania State University

GENERAL SESSION ADDRESS

8:30 p.m.-9:30 p.m.

Room: Waldorf

Chair: Kathryn M. Moore, The Pennsylvania State University

Introducer: William Toombs, The Pennsylvania State University

Speaker: Stanley O. Ikenberry, President, University of Illinois

"Research Needs the Health of Higher Education"

ASHE BASH (Cash Bar)

9:30 p.m.-11:30 p.m.

Room: Parlor C

Tuesday, March 13, 1984

Registration

8:00 a.m.-5:00 p.m.

PRESIDENTIAL ADDRESS

9:00 a.m.-10:15 a.m.

Room: Waldorf

Chair: Joan S. Stark, University of Michigan

Introducer: Marvin W. Peterson, University of Michigan

Speaker: Kathryn M. Moore, The Pennsylvania State University

President, Association for the Study of Higher Education

Title of Address: "The Structure of Administrative Careers"

CONCURRENT SESSIONS III

Tuesday, March 13

10:30 a.m.-12 noon

III.A. Clues for Leaders of Universities from Environmental Studies: Applying Theory and Research to Administrative Practice. (Special Topics Session)

Room: 415

Chair/Discussant: Mary Ann Sagaria, Ohio State University

Panel: Judith D. Hackman, Yale University

Ellen E. Chaffee, National Center for Higher Education Management Systems

Jack Krakower, National Center for Higher Education Management Systems

Judith Babcock, Rhode Island College

This symposium will integrate several streams of theory and research about: (1) college and university environments; (2) resource decline, growth, and stability; and (3) administrative strategies. The presenters will compare learnings from their separate research efforts at a number of diverse institutions and will (1) recommend management strategies for central administrators and for heads of units within institutions; (2) identify new directions for future research and theory development about higher education organizations.

III. B. Research on the Administrative Role (Research Papers)

Room: PDR2

Chair/Discussant: Robert A. Scott, Indiana Commission for Higher Education

Discussant: David Dill, University of North Carolina

- *Work Orientation of University Mid-level Administrators: Commitment to Work Role, Institution and Career.*
Ann E. Austin, Oklahoma State University

- *Leadership in Higher Education: Success Attributions and Self-Perceptions of College Administrators*
Sandra F. Mark, Corning Community College

- *Differences in University Faculty and Administrator Responses to Stresses: Correlations with Health and Job/Life Satisfaction*
Robert T. Blackburn, Stephen M. Horowitz, and Dee W. Edington
University of Michigan

III. C. Trends and Developments in Learning Research (Special Topics)

Room: 412

Two scholars will present extensive reviews of literature on cognitive development and learning research among college students. The presentations will be critiqued by others working in closely related areas.

Presentors: Cameron Fincher, University of Georgia
Ernest Pascarella, University of Illinois at Chicago

Reactor: Carolyn Elner, California State University—Northridge

III. D. America's Competitive Challenge: Business, Higher Education and Public Service, Past and Present. (Session arranged by the History of Higher Education Group)

Room: 413

Panelists representing several disciplines will focus discussion on the Business-Higher Education Task Force Report jointly issued by university presidents and corporation presidents.

Chair/Discussant: Sheila A. Slaughter, State University of New York at Buffalo

Discussant: Edward T. Silva, University of Toronto

David Grossman (History), University of Minnesota
W. Lee Hansen (Economics), University of Wisconsin
Jack Schuster (Political Science), Claremont Graduate School
Philip Altbach (Higher Education), State University of New York at Buffalo

III. E. Theoretical Perspectives on Budget Reform. (Special Topic Session)

Room: 414

Chair: Carol Evelyn Floyd, State of Illinois Board of Regents

Discussants: James R. Mingle, State Higher Education Executive Officers
Tony Morgan, University of Utah

Panel: John Folger, Vanderbilt Institute for Public Policy Studies
Gordon Vandewater, A.V.A. Education/Policy/Planning Services, Denver
Dennis P. Jones, National Center for Higher Education Management Systems

Presentations about a joint study of state budget reform in higher education being done by the Education of Commission of the States and Vanderbilt University will focus on changes in budget procedures being made to provide more emphasis on quality improvement and improved management autonomy. The Presentations will emphasize the conceptual basis for the changes being made, and will examine efforts to link strategic planning and management to budgeting, increased emphasis on market mechanisms in the public sector and greater autonomy for instruction budget management.

CONCURRENT SESSIONS Tuesday, March 13 1:30 p.m.-3:00 p.m.

IV. A. Focused Dialogues on Higher Education.

Room: 415

- *Management of Decline: Higher Education's Role in the Current Resource Crisis.* (Special Experimental Session)
- *A report of an invitational ASHE working pre-session.*

Co-Chairs: John J. Gardiner, Oklahoma State University
Sheila A. Slaughter, State University of New York at Buffalo

Participants: Richard L. Alfred, University of Michigan
Philip Altbach, State University of New York at Buffalo
Ann E. Austin, Oklahoma State University
Judith A. Babcock, Rhode Island College
Robert J. Barak, State Board of Regents (Iowa)
Kim Cameron, NCHEMS
Ellen E. Chaffee, NCHEMS
Barry G. Cohen, Cedar Crest College
Patricia Crosoon, University of Pittsburgh
John Folger, Vanderbilt University
John J. Gardiner, Oklahoma State University
Kenneth C. Green, Higher Education Research Inst., UCLA
Martine F. Hammond, University of Kansas
Cynthia Hardy, McGill University
Frederic Jacobs, City University of New York
Richard Jonsen, Western Interstate Commission for Higher Education
James Mingle, SHEEO
Tony Morgan, University of Utah
Steven Olswang, University of Washington
John Reid, University of Toledo
Jack Schuster, Claremont Graduate School
Robert Silverman, Ohio State University
Sheila A. Slaughter, State University of New York at Buffalo
John C. Smart, Virginia Tech
Ray Zammuto, NCHEMS

IV. B. Institutional and Faculty Academic Freedoms: Interactions and Conflicts (Special Topics Session)

Room: PDR2

Chair: Steven G. Olswang, University of Washington

Panel: Steven G. Olswang, University of Washington
Barbara Lee, Rutgers University
David Leslie, Illinois State University

Discussant: Walter Hobbs, State University of New York at Buffalo

The symposium presenters will discuss the topics of faculty academic freedoms, the responsibilities of faculty and institutions relative to performance and accountability, and the emerging concept of institutional academic freedom. The discussion will include the possible impacts of conflicts among these areas, including the potential for subordinating faculty academic freedoms in the face of institutional accountability requirements and institutional exercise of authority.

IV. C. A Chat with Foundation Officers (Special Session arranged by the Graduate Student Group)

Room: 412

Chair: Estela Bensimon, Consultant, UCLA and Center for the Study of Community College

Panel: Allison Bernstein, Program Officer, The Ford Foundation
Steve Barkanic, Program Officer, Charles A. Dana Foundation
Richard Johnson, Program Officer, The Exxon Educational Foundation

IV. D. Quality, Balance and Pragmatism: Research About the Curriculum (Research Papers)

Room: 413

Chair/Discussant: L. Jackson Newell, University of Utah
Discussant: Bradley Sagen, University of Iowa

• *Ut Prosim—The Balance of Liberal and Useful Education in the American Land-Grant University: A Case Study of Virginia Tech*
Deborah M. DiCroce, Tidewater Community College

• *Academic Disciplines in an Era of Decline: The Survival of the Fittest?*
Rick Clugston, University of Minnesota

• *Predictor of Departmental Quality in Regional Colleges and Universities*
Clifton F. Conrad, University of Arizona
Robert T. Blackburn, University of Michigan

IV. E. Ethical and Moral Responsibilities of Professional Associations: The Case of Nuclear War (Special Interest Group)

Room: 414

Chair: James L. Bess, New York University

Speaker: Dr. Richard Gardiner, President, Chicago Physicians for Social Responsibility, Professor of Diagnostic Radiology, Rush Medical College

CONCURRENT SESSIONS V

Tuesday, March 13

3:15 p.m.-4:30 p.m.

V. A. Higher Education and the Media (Special Topic Session)

Room: PDR2

Chair: Joan S. Stark, University of Michigan

Panel: Joan S. Stark, University of Michigan
Malcolm A. Lowther, University of Michigan
Ann E. Austin, Oklahoma State University

Discussants: Joseph Kaufmann, University of Wisconsin System
Michael Radock, Charles Stewart Mott Foundation

This session will: (1) share information from existing research regarding the backgrounds, attitudes and professional ethos of the "newspaper" who write and speak about education in the American media; (2) share hypotheses, planned methodology and expected utility of possible studies of the education press in America; (3) develop implications for higher education of improved communication with the press through better understanding of the views and motivations of media professionals; and (4) encourage discussion and seek contributions of ideas from research colleagues.

V. B. Equity Issues at the Postsecondary Level: 1984 and Beyond. (Special Topic Session)

Room: 413

Chair: Judith Glazer, St. John's University

Panel: Jomills Braddock, II, The Johns Hopkins University
Patricia B. Hyer, University of Maryland
Leonard Salazar, California State University, Fresno
William Trent, University of Illinois at Urbana
Discussants: Floyd Hammack, New York University

Researchers investigating aspects of equity in postsecondary education will present case studies of higher education institutions and HEGIS data analyzed in studies of affirmative related to leadership, environmental change, numerical parity and public policy will be discussed in assessing the progress made since anti-discrimination and affirmative action laws and regulations were enacted.

V. C. Trends and Strategies in Planning and Support (Research Papers)

Room: 412

Chair/Discussant: William Brazziel, University of Connecticut

Discussant: James L. Morrison, University of North Carolina

• *College Planning as Internal Organizational Behavior: Two Models, Their Histories and Impacts.*
Anna Neumann, Antioch College

• *Trend Analyses of Support of Postsecondary Education.*
Edward R. Hines, John R. McCarthy and Penelope Newton Long,
Illinois State University

V.D. Presentation by Dissertation Award Winner

Chair: Robert Hendrickson, University of Virginia

Presenter: Jeffrey P. Bartkovich
University of Virginia
1984 Distinguished Dissertation Award Recipient

Review Committee:

Darrel Clowes, Virginia Polytechnic Institute and State University
Mary Corcoran, University of Minnesota
Walter Hobbs, State University of New York at Buffalo
David Leslie, Illinois State University
Diane Peter, Montana State University

The presentation will be followed by a discussion of quality standards applicable to dissertations in higher education.

V.E. The Research Literature in Higher Education (Special Session)

Room: 415

Chair/Discussant: John C. Smart, Virginia Polytechnic and State University

Trends in Research on College Students: 1968-1983.
George D. Kuh and John P. Bean
Indiana University

Characteristics of Prolific Authors in the Higher Education Journal Literature
John Braxton, Northeastern Illinois University

The Coming Crisis in Higher Education Publishing
Robert J. Silverman, Ohio State University

Discussant: Herbert J. Walberg
University of Illinois at Chicago

GENERAL SESSION Tuesday, March 13 5:30 p.m.-7:30 p.m.

A BREAK WITH BRENNEMAN

Room: Parlor C of Williford Room

This will be a combined discussion and refreshment session. ASHE members are encouraged to join in discussion with Dr. Breneman after his initial remarks.

Introducer: Robert Birnbaum, Teachers College, Columbia University
Speaker: David W. Breneman
President
Kalamazoo College

"Research Needs of Liberal Arts Colleges: A View from the Other Side of the Desk."

Graduate Student Meeting Room: Balafre 7:30 p.m.-9:30 p.m.

CONCURRENT SESSIONS VI Wednesday, March 14 8:45 a.m.-10:15 a.m.

VI.A. Problem-centered Research in Higher Education. (Special Topic Session)

Room: 412

Chair: Kim Cameron, National Center for Higher Education Management Systems

This will be a group participation session focusing on the unique aspects of colleges and universities as organizations. After an introduction regarding the nature of problem-centered research, members will identify major problems that are unique to higher education and engage in discussion concerning alternative methodologies to overcome them and the inhibitors in establishing a unique discipline of the study of higher education.

Commentator: John A. Seeley, Formative Evaluation Research Associates

VI.B. Colleges and Universities as Organizations (Research Papers)

Room: 415

Chair/Discussant: Sidney S. Micek, Syracuse University

Discussant: James L. Bess, New York University

- *Bridging the Gap: New Constructs for Organizations and Appropriate Methodologies.*
Yvonna Lincoln, University of Kansas
- *An Empirical Taxonomy of Organizational Structures in Higher Education.*
Robert M. Hendrickson and H. P. Bartkovich
University of Virginia

VI.C. The Past as Prologue (Research Papers)

Room: 413

Chair/Discussant: John Reid, University of Toledo

Discussant: Marlene Francis, University of Michigan

- *Chronemics and the Colleges: The Campus Condition, 1880-1910.*
John R. Thelin
The College of William and Mary
- *Philosophy of Higher Education: What It Has Been, What It Is, What It Should Be.*
Chris Eisele
Illinois State University
- *The Controversy of the Underprepared Student at Vassar College and Cornell University, 1865 to 1890*
Ellen M. Brier
University of Illinois at Chicago

VII.D. Is There Utility for Higher Education Centers? (Special Session)

Room: 414

Chair/Arranger: William Toombs, The Pennsylvania State University

Interested ASHE panelists and participants will discuss the realities and potential of centers for the study of higher education in public service, research and institutional or statewide improvement of postsecondary education.

VI.E. From Lean Times to Enrollment Declines: The Governor's Commission on the Future of Higher Education in Michigan (Special Topic Session)

Room: 418

Staff members of this blue ribbon commission (the sixth such study for Michigan since 1958) discuss their strategies for facilitating data-based decisions and political consensus regarding the future of a highly developed state educational system through the year 2000. ASHE participants are invited to learn what the Commission plans, to listen to reactions from colleagues with a national view, and to contribute ideas from their own experience for the Commission staff's consideration.

Presentors: Patricia Widmayer, Executive Director and L. Annette Abrams, Associate Director, Governor's Commission on the Future of Higher Education in Michigan

Reactors: Harold Delaney, Association of State Colleges and Universities, Richard T. Ingram, Association of Governing Boards of Universities and Colleges

CONCURRENT SESSIONS VII Wednesday, March 14 10:30 a.m.-12:00 noon

VII.A. Higher Education as a Field of Study: Programs and Students (Research Papers)

Room: 415

Chair/Discussant: Eileen Kuhns, Catholic University of America

Discussant: Robert Fenske, Arizona State University

- *A Profile of Higher Education Programs.*
Patricia Crosson and Glenn M. Nelson
University of Pittsburgh

- *Students in Higher Education Courses: A Survey of the Twenty Largest Higher Education Doctoral Programs.*
Jonathan Fife, The George Washington University

VII.B. Staffing Decisions and Faculty Careers. (Research Papers)

Room: 412

Chair/Discussant: Estela Bensimon, UCLA and Center for the Study of Community Colleges

Discussant: Cynthia Luna, University of Texas Health Science Center at Houston

- *Careers of Black and White Faculty in Two Southern States: 1935-1978.*
Robert T. Blackburn and Glenda Carter
University of Michigan

- *Managing Judgment Calls: Staffing Decisions in R&D and Academic Organizations.*
David D. Dill
University of North Carolina, Chapel Hill

VIII.C. The Financial Scene: Cutting Back and Moving Forward (Research Papers)

Room: 418

Chair/Discussant: Richard Alfred, University of Michigan

Discussant: Richard Anderson, Teachers College, Columbia University

- *Cutback Management and Resource Reallocation in Higher Education.*
Raymond F. Zammuto
National Center for Higher Education Management Systems
- *State Financial Control Practices and Public Universities: A National Study.*
J. Fredericks Volkwein
State University of New York at Albany
- *Funding the Computer Revolution: The Influence of External Funding*
Andrew T. Masland
The Pennsylvania State University.

VIII.D. Professional Specialization versus General Education: Philosophical and Practical Questions (Special Topic Session)

Room: 413

Chair: James Puetz, North Harris County College

Panel: David P. Bell, University of Houston Systems
James C. Coomer, University of Houston, Clear Lake
Michael R. Bisesi, University of Houston, University Park
Carla M. Cooper, University of Houston System

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Co-Vice Chair - Experimental dialogue session

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