

**Association for the Study
of Higher Education**

**Seventeenth Annual Meeting
Oct. 29-Nov. 1, 1992
Minneapolis**

1992 ASHE Program Committee

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Michigan State University

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Roundtable Discussions
College of William and Mary

Carolyn Thompson
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Michael Miller
Evaluation
University of Nebraska-Lincoln

Mildred Garcia
Program Committee
Member-at-Large
Montclair State College

Harding to Discuss Race and Gender Issues in Keynote Address

Sandra Harding of the University of Delaware will examine how issues of objectivity, gender and race affect scientific inquiry in the ASHE conference keynote address.

"Maximizing the objectivity of research and scholarship requires increasing gender and 'racial' diversity in surprising ways," Harding said. "The conventional notion of objectivity is a weak one; it is 'strong objectivity' that is called for by the new social science movements."

Harding said the new social movements are challenging not only the prevailing local and global political relations, but also the theories of knowledge that have supported and been supported by them.

"This epistemological revolution has implications for teaching, policy analysis and administrative practice as well as for research and scholarship," she said.

Harding will discuss these issues from 4 to 5:30 p.m., Thurs., Oct. 29, in Ballrooms III and IV.



Sandra Harding



Zelda Gamson

Academic Community is Topic of Gamson Address

Zelda Gamson of the New England Resource Center for Higher Education at the University of Massachusetts-Boston will examine the destruction of academic community from the perspective of ASHE and her personal experiences in academia during her address on Sat., Oct. 31.

"There is a transition going on in ASHE from the founding generation to the younger generation at a time when there is great turmoil in higher education and the larger society as a whole," Gamson said.

"Transitions are good when they are accomplished with vision and clarity. It is important that ASHE change if only because higher education and society have changed, but ASHE should be more than a microcosm--it should also be a leader and a model. We especially need ASHE to be a model of community and collaboration, for it is only then that we will be able to do significant scholarly work on the deep changes occurring in society and higher education."

Gamson will offer suggestions for increasing community during her address from 10:15 to 11:45 on Sat., Oct. 31, in Ballrooms III and IV.

WEDNESDAY, OCTOBER 28

1 p.m. to 9 p.m. Graduate Student Policy Seminar
Coordinator. Patricia Hyer, Virginia Polytechnic Institute
and State University
Room. Ballroom IV

6 p.m. to 9 p.m. Reception and Dinner
Room. Fifth Seasons II

THURSDAY, OCTOBER 29

7:15 a.m. to 8 a.m. Review of Higher Education Board
Room. Cook's Bay

7:30 a.m. to 9 a.m. ASHE Publications Committee
Room. Crystal Lake

8 a.m. to noon. Graduate Student Policy Seminar
Coordinator. Patricia Hyer, Virginia Polytechnic Institute
and State University
Room. Ballroom II

8 a.m. to noon. ASHE Board
Room. Lake Harriet

9 a.m. to noon. Higher Education Program Directors
Room. Crystal Lake

10 a.m. to 6 p.m. Conference Registration
Room. Fourth Floor Atrium

12:30 p.m. to 2:00 p.m.
Concurrent Session I

IA. Paper Presentations: The Early Years: College Aspirations, Choice, and Success

Chair. Richard Voorbees, Black Hills State University

Presenters. "Getting My Rhythm, Finding My Mark": The Freshman-Year Experience for Mexican American and Non-Hispanic White University Students," Louis C. Attinasi, Jr., University of Houston. "Ethnic Affiliation Values and Academic Success among Chicano, Puerto Rican, and Latin American Students," Sylvia Hurtado, University of Michigan. "Educational Aspirations and Degree Attainment among African-American Students: Turning Dreams into Realities," Tamela M. Heath, University of California, Los Angeles. "Expanding the Search Stage of Student College Choice," Jack L. Schmidt, Indiana Placement and Assessment Center

Discussant. Corinna A. Ethington, University of Illinois at Chicago

Room. Pine Lake-Cedar Lake

IB. Paper Presentations: Satisfaction, Tolerance and Acceptance among Faculty

Chair. Carol E. Floyd, Illinois Board of Regents

Presenters. "Disciplinary Differences in Faculty Career Satisfaction," Ronald Opp, Texas Tech University. "Predictors of Faculty Life Satisfaction: The Relative Efficacy of Work and Nonwork Satisfaction and Interrole Conflict," Deborah Olsen, Indiana University.

Discussant: William Harvey, North Carolina State University
Room. Birch Lake-Maple Lake

IC. Symposium: Communicating Faculty Productivity: State and Campus Perspectives

Chair. Jann E. Freed, Central College

Presenters. Daniel T. Layzell, Arizona Joint Legislative Budget Committee; Shirley M. Clark, Oregon State System of Higher Education; Jeffrey Bieber, University of Kentucky; Marsha V. Krotzeng, Virginia State College and University Systems

Room. Deer Lake

ID. Symposium: Reflecting the Academy through the Eyes and Voices of Women

Chair. Mary Ann D. Sagaria, Ohio State University

Presenters. Catherine M. Woodbrooks, Connecticut College; N. Jane Fullerton, Ohio Board of Regents; Margaret Ann Dougherty, Gwynedd Mercy College; Lisa L. Koogle, Russell Sage College

Discussant. Kathryn M. Moore, Michigan State University
Room. Elk Lake

IE. Symposium: Justifying Our Claims to Community

Presenters. Robert J. Silverman, Ohio State University; Lowell L. Hargens, Ohio State University; Don H. Rosenblum, Ohio State University; Richard A. Weible, Ohio State University

Room. Crystal Lake

2:15 p.m. to 3:45 p.m.
Concurrent Session II

IIA. Paper Presentations: The Faculty Marketplace: Who's Hired, Who Stays, and Who Leaves

Chair. Melissa S. Anderson, University of Minnesota

Presenters. "Institutional Marketplaces and Faculty Attrition: The Realities of Professors at One Research University," Marilyn Amey, University of Kansas. "A University's Faculty: Predicting Those Who Stay and Those Who Leave," Linda K. Johnsrud and Ronald H. Heck, University of Hawaii at Manoa. "Preparing Faculty to Teach: An Assessment of the Doctor of Arts," Judith S. Glazer, Long Island University. "Hiring, Retaining, and Promoting Black American Faculty: A Case Study of a Research University."

THURSDAY continued

Monique W. Clague, University of Maryland
Discussant. Kristine Anderson, United Faculty of Florida
Room. Pine Lake-Cedar Lake

IIB. Symposium: Assessing Cognitive Development as an Outcome of College: Unified Goals and Competing Agendas

Presenters. Patricia M. King, Bowling Green State University; Karen Strohm Kitchener, University of Denver; Gary Hanson, University of Texas at Austin; Ernest Pascarella, University of Illinois at Chicago
Room. Birch Lake-Maple Lake

IIC. Symposium: Enhancing Organizational Effectiveness in Higher Education

Presenters. John S. Smart, University of Illinois at Chicago; Nancy J. Fjortoft, Assistant to the Dean, College of Pharmacy, University of Illinois at Chicago; Patricia S. Inman, Coordinator of Operations, Admissions, and Records, University of Illinois at Chicago; Christopher Clott, University of Illinois at Chicago; Padriac Shinville and Scott A. Key, University of Illinois at Chicago; Russell E. Hamm, Dean of Instruction, College of Lake County

Discussant. Leonard L. Baird, University of Kentucky
Room. Deer Lake

IID. Symposium: The Quest for Equity in State Systems of Higher Education: Developing a Research Agenda on National Desegregation Policy

Presenters: Robert M. Hendrickson, Frederick D. Loomis, and Aaron D. Gresson, III, Pennsylvania State University; and Clifton Conrad, University of Wisconsin-Madison
Room. Crystal Lake

IIE. Session for Newcomers: Negotiating ASHE

Facilitators. Carolyn Thompson, Education Commission of the States; John Scott, independent scholar
Discussants. Georgia Coopersmith, Longwood College; Shirley Clark, Oregon State System of Higher Education; Mildred Garcia, Montclair State College; Marvin Peterson, University of Michigan
Room. Elk Lake

4 p.m. to 5:30 p.m. Keynote Address
**"Whose Science? Whose Knowledge?
Objectivity, Gender, and Race"**

Sandra Harding
University of Delaware
Anna Neumann, Michigan State University, presiding
Rooms. Ballrooms III and IV

6 p.m. to 7:30 p.m. Welcome Reception

A time for all conference attendees to interact and welcome newcomers and graduate students.
Room. Fifth Seasons I

7 p.m. to 8 p.m. ASHE-ERIC Reception
Room. Lake Nokomis

FRIDAY, OCTOBER 30

7 a.m. to 8:15 a.m. ASHE Welcome Breakfast
All conference attendees are welcome.
Rooms. Ballrooms III and IV

7 a.m. to 8:15 a.m. OERI Advisory Board
Room. Fifth Seasons II

8 a.m. to 6 p.m. ASHE Office
Room. Silver Lake

8:30 a.m. to 10 a.m.
Concurrent Session III

IIIA. Paper Presentations: Student Outcomes in the Context of Campus Prejudice and Campus Diversity

Chair. Eric Dey, University of California, Los Angeles
Presenters. "The Impact of College on Students' Commitment to the Goal of Promoting Racial Understanding," Jeffrey F. Milem, University of California, Los Angeles. "Students' Responses to Institutional Commitment to Diversity: The Impact of Entering Characteristics and First-Year Experience," Martha L.A. Stassen and Daniel Holliman, University of Michigan; "The Development of Men's Attitudes toward Women and Feminism," John H. Milam, Jr., George Mason University

Discussant. Sylvia Hurtado, University of Michigan
Room. Elk Lake

IIIB. Paper Presentations: The Organization of Scholarly Work

Chair. Lester F. Goodchild, University of Denver
Presenters. "Organized Research Units: Four Case Studies," Michael J. Dooris and James S. Fairweather, Pennsylvania State University. "Industry Revolutions, Entrepreneurship, and Centralization: Case Studies from Three Continents," Diane M. Dunlap, Paul Goldman, and Donald R. Van Houton, University of Oregon. "Virtual Community and Invisible Colleges: Alterations in Faculty Scholarly Networks and Self-Image," Yvonna S. Lincoln, Texas A&M University. "Out of the Ivory Tower: An Analysis of the Institutional Characteristics of Universities from which Firms Acquire Scientific Results," Kristi M. Tornquist, Southern Arkansas University, and Lincoln A. Kallson, University of Minnesota

Discussant. Marvin Peterson, University of Michigan
Room. Birch Lake-Maple Lake

IIIC. Symposium: Is Higher Education Research Addressing Public Policy?

Presenters. Debra L. Banks, BW Associates; Ken Kempner, University of Oregon; Dorothy Knoell, California Postsecondary Education Commission; Carolyn J. Thompson, Education Commission of the States; James L. Ratcliff, National Center for Postsecondary Teaching, Learning and Assessment, Pennsylvania State University
Room. Crystal Lake

FRIDAY continued

IIID. Symposium: A Silent Success: Masters' Education in the United States

Presenters. Clifton A. Conrad and Jennifer Grant Haworth, University of Wisconsin-Madison

Room. Deer Lake

IIIE. Roundtable Discussion: Research Concerning Community Colleges

Facilitator. Rodolfo Garcia, Michigan State University

Contributors. Laura Rendon, Arizona State University; Kathleen A. Hart, University of Michigan; Albert Smith, Texas Tech University

Room. Pine Lake-Cedar Lake

**10:15 a.m. to 11:45 a.m.
Concurrent Session IV**

IIV. Paper Presentations: State-Level Analysis

Chair. Edward Hines, Illinois State University

Presenters. "State Funding Formulas for Higher Education: Trends and Issues," Daniel T. Layzell, Arizona Joint Legislative Budget Committee, and Mary P. McKeown, Arizona State University. "Trends in the Ranks and Salaries of Academic Women in Pennsylvania, 1971-89," Manjit K. Singh and John C. Weidman, University of Pittsburgh. "Multicampus University Systems: How System Offices Coordinate Undergraduate and K-12 Education," Ami Zusman, University of California. "Obstacles to the Bachelor's Degree: Student or System Failure?" Faith G. Paul, University of Chicago

Discussant. Fred Volkwein, SUNY-Albany

Room. Pine Lake-Cedar Lake

IIVB. Paper Presentations: Social and Personal Development in the College Years

Chair. John Bean, Indiana University

Presenters. "Out-of-Class Experiences Associated with Student Learning and Personal Development," George Kuh, Indiana University. "The Brothers of Alpha Beta: An Ethnographic Study of Fraternity Oppression of Women," Robert A. Rhoads, Pennsylvania State University. "Homophobia and the Web of Intolerance: Intersections with Sexism," Diana B. DeVries, University of Michigan

Discussant. Frances K. Stage, Indiana University

Room. Birch Lake-Maple Lake

IIVC. Symposium: The Community College Student Experience: Research and Applications

Presenters. Cordelia Douzenis, Memphis State University; Carolyn Griswold, University of Georgia; Ellen S. Faith, Memphis State University; Patricia Murrell, Memphis State University

Room. Deer Lake

IIVD. Symposium: Social Influences on Undergraduate College Teaching

Presenters. John M. Braxton, Vanderbilt University; Alan E.

Bayer, Virginia Polytechnic Institute and State University; Ann E. Austin, Michigan State University; Mardy Eimers, Syracuse University; Robert J. Menges, and Jennifer Quinn, National Center for Postsecondary Teaching, Learning and Assessment, Northwestern University

Room. Crystal Lake

IIVE. Focused Dialogue: Diversity and the Faculty-Student Connection

Conveners. Monique Clague, University of Maryland; Hilda Hernandez, Harvard University; Jacqueline Zita, University of Minnesota; Toni McNaren, University of Minnesota; Carol Miller, University of Minnesota

Room. Elk Lake

IIVF. Publishing Tips for Aspiring Scholars

Presenters. Joan S. Stark, University of Michigan; John S. Smart, University of Illinois at Chicago; Michael A. Olivas, University of Houston

Moderator. Bridget Price, U.S. Air Force Academy

Room. Gray's Bay

11:45 a.m. to 1 p.m. Curriculum Committee

Room. Deer Lake

11:45 a.m. to 1 p.m. Editor's Coffee

Open session to discuss members' ideas and concerns about the *Review of Higher Education*.

Room. Gray's Bay

11:45 a.m. to 1 p.m. Higher Education Reform in Central and Eastern Europe

Informal discussion led by Elaine El-Khawas of the American Council for Education and Philip Altbach of SUNY-Buffalo.

Room. Crystal Lake

**1 p.m. to 2:30 p.m.
Concurrent Sessions V**

IVA. Paper Presentations: Distinctive Ways of Knowing and Learning

Chair. Estela Bensimon, Pennsylvania State University

Presenters. "Academic Women: Different Ways of Knowing," Marilyn J. Amey, University of Kansas. "Critical Theory and Postmodernism: Implications for Higher Education Research," Robert A. Rhoads and William A. Tierney, Pennsylvania State University. "The Development of Scholars, the Emergence of Philosophy, and the Production of Knowledge," Robert T. Blackburn and Susan Finley, University of Michigan. "The Emerging Paradigm of Afrocentric Research Methodology," John H. Milam, Jr., George Mason University

Discussant. Yvonna S. Lincoln, Texas A&M University

Room. Pine Lake-Cedar Lake

IIVB. Paper Presentations: The Role of Academic Organization in Academic Effectiveness

Chair. James L. Bess, New York University

Presenters. "Identifying How to Improve Academic Programs by Linking Various Aspects of Their Delivery to Particular Student Outcomes," Jeff Koon, independent

scholar. "A Factor Analytic Investigation of Role Types of Higher Education Department Chairs," James B. Carroll and Walter H. Gmelch, Washington State University. "College Classroom Learning Environments: Goal and Reward Structures in Introductory College Courses," Kathleen A. Hart, Courtney Atlas, and Janet H. Lawrence, University of Michigan. "Leadership Strategies to Improve Teaching and Learning," Mimi Wolverton and Richard C. Richardson, Arizona State University

Discussant. Kenneth A. Feldman, SUNY-Stony Brook
Room. Deer Lake

VC. Paper Presentations: Professional Culture: Ideals, Norms, and Sanctions in Academic Life

Chair. Philo Hutcheson, Georgia State University

Presenters. "Faculty Collaboration: Lessons Learned from Teams in the Field of Higher Education," Roger Baldwin, National Science Foundation, and Ann E. Austin, Michigan State University. "How Professionalized is College Teaching? Norms and the Ideal of Service," John M. Braxton, Vanderbilt University, and Alan E. Bayer, Virginia Polytechnic Institute and State University. "Disciplinary and Departmental Effects on Faculty and Student Misconduct," Melissa S. Anderson, Karen Seashore Louis, and Jason Earle, University of Minnesota. "Advancing the Study of Academic Ethics: A Taxonomy and Database for Higher Education," Lester F. Goodchild, University of Denver

Discussant. Shirley M. Clark, Oregon State System of Higher Education

Room. Birch Lake-Maple Lake

VD. Symposium: The Transition to College: Diverse Stories and What "We" Take for Granted

Presenters. Kevin W. Allison, Pennsylvania State University; Patricia L. Gregg, Pennsylvania State University; Romero Jalomo, Arizona State University; Susan B. Millar, Pennsylvania State University; Laura I. Rendon, Arizona State University; M. Lee Upcraft, Pennsylvania State University

Moderator. Patrick T. Terenzini, Pennsylvania State University

Room. Crystal Lake

VE. Symposium: Immigration and Intellect: The Effect of Immigration Reform On Higher Education in the United States

Presenters. Nestor Rodriguez, University of Houston; Richard Padilla, University of Houston-Downtown; Michael A. Olivas, University of Houston

Respondent. Jack Schuster, Claremont Graduate School
Room. Elk Lake

VF. Dissertation of the Year Award Winner's Presentation

"White Faculty Members' Responses to Racial Diversity at Predominantly White Institutions"

Presenter. Martha L.A. Stassen, University of Michigan
Room. Gray's Bay

VIA. Paper Presentations: Student Persistence and Attraction to College: Theoretical and Comparative Analyses

Chair. Jacob Stumpfen, University of Wisconsin

Presenters. "Hidden Educators and the Seduction of College Students: Higher Education's Competitive Disadvantage," James L. Bess, New York University. "Student Dependency Theory: An Explanation of Student Retention," John P. Bean and Nick Vesper, Indiana University. "Student Persistence: The Testing of a Comprehensive Structural Model of Retention," Amaury Nora, University of Chicago, Maria B. Castaneda and Alberto F. Cabrera, SUNY-Albany. "Inverse Images: A Cross-National Comparison of Student Persistence in Germany and the United States," Michael Nugent and James L. Rascliff, Pennsylvania State University

Discussant. Leonard Baird, University of Kentucky

Room. Deer Lake

VIB. Paper Presentations: Power, Politics and Change in Higher Education Systems

Chair. James Hearn, University of Georgia

Presenters. "The New/Old Politics of Higher Education in Washington," Harland Bloland, Professor Emeritus, University of Miami. "Power and Politics in the Higher Education Policy Arena," Michael D. Parsons, Indiana University. "Biography as History in Higher Education: Sterling K. McMurrin as Philosopher, Innovator and U.S. Commissioner of Education," L. Jackson Newell, University of Utah. "A Paradigm Transformation in the U.S. Higher Education System," Richard B. Heydinger and Hasan Simsek, University of Minnesota

Discussant. Edward St. John, University of New Orleans

Room. Elk Lake

VIC. Symposium: Patterns of Female Doctoral Study

Chair. Corinna E. Ethington, University of Illinois at Chicago

Presenters. John Braxton, Vanderbilt University; Linda S. Hagedorn and Susan K. Doyle, University of Illinois at Chicago; Anoush M. Pisani, De Paul University; Jean Marie Grant, University of Illinois at Chicago; Lou Bohr, University of Illinois at Chicago

Room. Pine Lake-Cedar Lake

VID. Symposium: Background to Foreground: Higher Education, Scholarship and the Jewish Experience

Presenters. Steven Weiland, Michigan State University; Anna Neumann, Michigan State University; Robert Silverman, Ohio State University; Estela Bensimon, Pennsylvania State University; Patricia Gumpert, Stanford University

Room. Gray's Bay

VIE. Roundtable Session: Doing Research on a Shoestring

Facilitator. Barbara Townsend, Loyola University

Contributors. Marilyn Amey, University of Kansas; Linda Johnsrud, University of Hawaii at Manoa; Glenn Nelson, University of Pittsburgh

Room. Crystal Lake

FRIDAY continued

VIF. Focused Dialogue: Teaching Qualitative Research Methods

Conveners. William G. Tierney, National Center for Teaching, Learning and Assessment, Pennsylvania State University; Yvonna S. Lincoln, Texas A&M University

Room. Birch Lake-Maple Lake

4 p.m. Journal of General Education

Room. Fifth Seasons II

4:30 to 6 p.m. Presidential Address

Shirley M. Clark

Oregon State System of Higher Education

Judith Dozier Hackman, presiding

ASHE Awards Presentation

Rooms. Ballrooms III and IV

6:30 p.m. ASHE Bash

Rooms. Fifth Seasons I and II

7 to 8 p.m. Council for Institutional Cooperation

Room. Wayzata Bay

7:30 to 8:30 p.m. Committee on Ethnic Participation

Member Reception

Room. Spring Park

SATURDAY, OCTOBER 31

7 a.m. Higher Education Reports Advisory Board

Room. Deer Lake

7 a.m. 1993 Program Committee

Room. Elk Lake

7:30 a.m. Committee on Ethnic Participation Business Meeting

Room. Pine Lake-Cedar Lake

8 a.m. to 6 p.m. ASHE Office

Room. Silver Lake

8:30 a.m. to 10 a.m.
Concurrent Session VII

VIIA. Paper Presentations: Academic and Socioeconomic Outcomes of Postsecondary Attendance

Chair/Discussant. Alberto F. Cabrera, SUNY-Albany

Presenters. "A Longitudinal Study of the Academic Performance of Community College Transfer Students," Julie A. Hughes and Steven W. Graham, University of Missouri-Columbia. "Two-Year College Attainment: Some Additional Evidence," David G. Whitaker, Prairie State College and Ernest T. Pascarella, University of Illinois at Chicago. "An Exploratory Examination of Organizational Factors Leading to

Transfer of Hispanic Students," Berta V. Laden,

Stanford University

Discussant. Patrick Terenzini, National Center on Postsecondary Teaching, Learning and Assessment, Pennsylvania State University

Room. Birch Lake-Maple Lake

VIIIB. Symposium: Exploring New Frontiers: Alternative Frameworks for Policy Analysis

Presenters. Michael D. Parsons, Indiana University; Barry Bull, Indiana University; Mark Rothschild, Indiana University; Sheila Slaughter, University of Arizona

Moderator. Don Hossler, Indiana University

Room. Crystal Lake

VIIIC. Symposium: Using Cultural Perspectives to Understand Organizational Socialization

Presenters. George D. Kuh, Indiana University; James C. Arnold, Indiana University; Herbert E. Griffin, Indiana University; Pamela S. Sprong, Indiana University; Sarah B. Westfall, Indiana University

Discussant. Elizabeth J. Whitt, Iowa State University

Room. Elk Lake

VIIID. Symposium: Remembering the Sixties: Lasting Legacies or Temporary Fixes?

Presenters. Clifton Warren, University of Central Oklahoma; Philip Altbach, SUNY-Buffalo; John Thelin, College of William and Mary; David Webster, Oklahoma State University; Kathryn M. Moore, Michigan State University

Room. Deer Lake

VIIIE. Focused Dialogue: Differences in the Careers of Women, People of Color, New, Senior and Part-Time Faculty

Conveners. Jay Chronister, University of Virginia; Joanne Gainen, Santa Clara University; Judith M. Gappa, Purdue University; Robert Menges, National Center for Postsecondary Teaching, Learning and Assessment, Northwestern University; Caroline Turner, University of Minnesota; Robert Boice, SUNY Stony Brook; Josie Johnson, University of Minnesota; David Leslie, Florida State University

Room. Pine Lake-Cedar Lake

SATURDAY continued

10:15 a.m. to 11:45 a.m. Keynote Address

"The Destruction and Re-Creation
of Academic Community"

Zelda F. Gamson

New England Resource Center
for Higher Education

at the University of Massachusetts-Boston

Ann E. Austin, Michigan State University, presiding

Commentators. Mary Corcoran, University of Minnesota;

William B. Harvey, North Carolina State University;

Marvin W. Peterson, University of Michigan;

Laura I. Rendon, Arizona State University

Rooms. Ballrooms III and IV

11:45 a.m. to 1 p.m. Second Annual ASHE International Meeting

Informal discussion of higher education topics from around the world. Led by Elaine El-Khawas and James Ratliff.

Room. Deer Lake

11:45 a.m. to 1 p.m. ERIC Demonstration

Open session especially for graduate students interested in the topical search capacity of the ERIC System.

Room. Gray's Bay

1 p.m. to 2 p.m. ASHE Business Meeting

Room. Ballrooms III and IV

**2:15 p.m. to 3:45 p.m.
Concurrent Session VIII**

**VIIIA. Paper Presentations: Investigations
of Academic Cultures**

Chair. Janet Lawrence, University of Michigan

Presenters. "A Contrast in Educational Cultures: The Danish

Folkehjuskoler and American Postsecondary Education," David W. Leslie, Florida State University.

"General Education and Institutional Culture: A Case Study Approach," Nan Tonjes, Rockhurst College.

"Lessons for Coeducational Institutions from Women's Colleges," Elizabeth J. Whitt, Iowa State University.

"Powerful Learning: A Study of the Bryn Mawr Summer School for Women Workers in Industry,"

Anne K. Ard, Pennsylvania State University

Discussant. Mary Ann Sagaria, Ohio State University

Room. Elk Lake

**VIIIB. Paper Presentations: Faculty Careers:
Determinants of Success Early in Academic Life**

Chair. David Webster, Oklahoma State University

Presenters. "Faculty Perceptions of the Department Chair's

Role in Facilitating Tenure Acquisition," Fran Daly and Barbara K. Townsend, Loyola University-Chicago.

"A Model of the Career Development of Tenure Track Assistant Professors," Laura Kingsbury Jones and Stephen A. Hoernack, University of Minnesota.

"On Becoming Tenured: Acquiring Academic Tenure at a Research University," David A. Verrier, Franklin and Marshall College.

"The Development of Research Autonomy among

Untenured Faculty: An Exploratory Study," Jeffrey P. Bieber, University of Kentucky

Discussant. Joan S. Stark, University of Michigan

Room. Deer Lake

**VIIIC. Symposium: Changing Structures of Knowledge
in the Academy: A Sociology of the Higher
Education Curriculum**

Presenters. Gary Rhoades, University of Arizona; Sheila Slaughter, University of Arizona; Ken Kempner, University of Oregon; Jane Dexter, University of Arizona

Room. Birch Lake-Maple Lake

**VIIID. Focused Dialogue: Students: Theory
and Practice**

Conveners. Ted Marchese, American Association of Higher Education; Amaury Nora, University of Illinois at Chicago; Frances Stage, Indiana University; William G. Tierney and Vincent Tinto, National Center for Teaching, Learning and Assessment, Pennsylvania State University

Room. Pine Lake-Cedar Lake

**VIIIE. Roundtable Discussion: Research on
Diversity, Multiculturalism, and Campus
Environments**

Facilitator. Michael Nettles, University of Michigan

Contributors. Bruce Jones, University of Pittsburgh; Kelly Ward, Pennsylvania State University; Michael Mills, University of Hartford; Kathleen Smith, University of Georgia

Room. Crystal Lake

4 to 5 p.m. Conference Evaluation Meeting

Room. Lake Harriet, Tonka Bay and Fifth Seasons II

**4 p.m. to 5:30 p.m.
Concurrent Session IX**

**IXA. Paper Presentations: Institutional
Leadership and Change in Higher Education**

Chair. Paul Butler-Nalin, University of Northern Iowa

Presenters. "The Discourse of Retrenchment: One President's Voice," R. Scott Johnson, University of Arizona.

"Shaping Institutional Vision: The Risk of Presidential Leadership in Small Colleges," Chunsheng Zhang and Carney Strange, Bowling Green State University.

"Resolving the Ambiguity of Leadership in Higher Education: A Study of Presidential Succession and Organizational Outcomes," Matthew S. Kraatz and Michael S. Garet, Northwestern University.

"Strategy, Culture, and Renewal: A Case Study of Strategic Planning Outcomes at a Small, Historically Black College," Ellen S. Faith, Memphis State University

Discussant. Anna Neumann, Michigan State University

Room. Pine Lake-Cedar Lake

**IXB. Symposium: Interpretive Approaches to
Understanding College Students' Experiences**

Presenters. Marcia B. Baxter Magolda, Miami University;

SATURDAY continued

Peter M. Magolda, Indiana University; James C. Arnold, Indiana University; George D. Kuh, Indiana University

Room. Elk Lake

IXC. Symposium: The New Faculty Project: Challenges and Stress in the First Year

Presenters. Robert J. Menges, Lois Callan Trautvetter, and Sarah Dinham, National Center for Postsecondary Teaching, Learning and Assessment, Northwestern University

Discussant. Janet Lawrence, University of Michigan
Room. Deer Lake

IXD. Focused Dialogue: Race, Ethnicity, and Gender: What Do the Professional, Research and Social Mirrors Reveal?

Conveners. Bruce Anthony Jones, University of Pittsburgh; Mildred Garcia, Montclair State College; Robert J. Silverman, Ohio State University; Carolyn G. Thompson, Education Commission of the States

Room. Birch Lake-Maple Lake

IXE. Graduate Student Session: Transitions from Graduate School to Careers in Higher Education

Moderator. Karen Parish Baker, Ohio State University
Participants. Barbara Townsend, Loyola University; Michael Matier, Cornell University; Debra Banks, BW Associates

Room. Crystal Lake

6 p.m. Dinner at the Minneapolis Institute of the Arts

Buses begin leaving at 5:45 p.m. from the lobby

SUNDAY, NOVEMBER 1

7:30 to 8:30 a.m. AERA-J Evaluation Meeting

Room. Lake Harriet

8 a.m. to 10 a.m. ASHE Board Meeting

Room. Tonka Bay

8 a.m. to 12 p.m. ASHE Office

Room. Silver Lake

8:30 a.m. to 10 a.m.
Concurrent Session X

XA. Paper Presentations: The Structure and Determinants of Students' Academic Outcomes

Chair. Susan Frost, Emory University

Presenters. "Can Study-in-Depth Include Connected Learning?" Lisa Lattuca and Joan S. Stark, University of Michigan. "Knowing How Fast to Run: An Interpretive Study of Women Doctoral Students in Science and Mathematics Fields," Sue A. Maple, Indiana University. "General and Specific Dimensions of Education Outcomes: A Preliminary Investigation Using Hierarchical Confirmatory Factor Analysis," Gary R. Pike, University of Tennessee. "Self-

Confidence in Math: How and Why Do Men and Women Differ During the College Years?" Linda Sax, University of California, Los Angeles

Discussant. Ernest Pascarella, University of Illinois at Chicago

Room. Deer Lake

XB. Paper Presentations: Reward Systems for Faculty

Chair. Alan E. Bayer, Virginia Polytechnic Institute and State University

Presenters. "Teaching and the Faculty Reward Structure," James Fairweather, Pennsylvania State University. "Institutional Factors that Motivate Research Activity in Research Universities: The Faculty Perspective," Frank Plucker, Yuba College. "Faculty Support for a Merit Pay System," Kristine L. Anderson, United Faculty of Florida. "Extrinsic Rewards and Intrinsic Interest: Influences on Faculty Preferences for Teaching or Research," Carol Colbeck, Stanford University

Discussant. Karen Seashore Louis, University of Minnesota
Room. Birch Lake-Maple Lake

XC. Symposium: Budget Reform in Texas: A Case Study of Strategic Planning and Performance-Based Budgeting

Presenters. Rey Garcia, Office of the Lieutenant Governor of Texas; Marc Bateman, Texas Senate Education Committee; Dell Felder, University of Houston System; Robert Berdahl, University of Maryland

Room. Pine Lake-Cedar Lake

XD. Symposium: Organizational Structure and the Influence of the State: Problems and Possibilities

Chair. Robert Rhoads, Pennsylvania State University
Presenters. William G. Tierney and Estela Bensimon, National Center for Teaching, Learning and Assessment, Pennsylvania State University; Carolyn Thompson, Education Commission of the States; James R. Valadez, North Carolina State University

Discussant. Mildred Garcia, Montclair State College
Room. Elk Lake

XE. Symposium: Studying Japanese Higher Education

Presenters. Philip Altbach, SUNY-Buffalo; Robert Birnbaum, University of Maryland; Joanne Cooper, University of Hawaii; Gail Chambers, Institute of International Education; Ken Kempner, University of Oregon; Sally Pickert, Catholic University of America

Room. Crystal Lake

10:15 a.m. to 11:45 a.m.
Concurrent Session XI

XIA. Paper Presentations: Doing Scholarly Work: Analyses of Faculty Productivity

Chair. Darrell F. Lewis, University of Minnesota

Presenters. "Faculty Research Productivity," Theresa Bailey, Liberty University. "Understanding Aging Professors: Science or Literature?" Steven Weiland, Michigan State University. "Developing Faculty Multicultural

SUNDAY continued

Awareness: An Examination of Life Roles and Their Cultural Components," Joanne E. Cooper and Virginia Chattergy, University of Hawaii at Manoa. "Workplace Correlates and Scholarly Performance of Clinical Pharmacy Faculty," Paul W. Jungnickel and John W. Creswell, University of Nebraska

Discussant. Jay Chronister, University of Virginia
Room. Pine Lake-Cedar Lake

XIB. Symposium: Test-retest and Other Repeated Use of the College Student Experiences Questionnaire: Do the Results Reveal Intended Change?

Presenters: C. Robert Pace, University of California, Los Angeles; Susan Swayze, University of California, Los Angeles; David Brodigan, Carleton College; Jeffrey Socco, Gustavus Adolphus College; Darlene Morell, University of California, San Diego; Paul Fidler, University of South Carolina

Room. Crystal Lake

XIC. Symposium: Rankings of Colleges and Universities in Mass Circulation Magazines

Presenters. David Webster, Oklahoma State University; Jersey Gilbert, *Money* magazine; Robert Morse, *U.S. News & World Report*; Valerie Broughton, University of Minnesota at Duluth

Room. Birch Lake-Maple Lake

XID. Symposium: What Makes for a Good Introductory Course in a Higher Education Program?

Presenters. Michael Skolnik, University of Toronto; G. Geis, University of Toronto; Glen Jones, University of Toronto

Room. Deer Lake

XIE. Symposium: A Discussion of Faculty Productivity Issues for the 1990s

Presenters. Judith Gill, Western Interstate Commission for Higher Education; Stephen Jordan, Arizona Board of Regents; Daniel T. Layzell, Arizona Joint State Legislative Budget Committee; Charlie Lenth, State Higher Education Executive Officers; Cheryl Lovell, National Center for Higher Education Management Systems

Room. Elk Lake

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Distinguished Career: David Riesman

1987 (February)

Distinguished Career: Lewis Mayhew
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Research Achievement: Alexander Astin

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ASHE Service Award: Jonathan Fife

1988

Research Achievement: Robert Blackburn
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1989

Distinguished Career: Mary Corcoran
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Research Achievement: Jack Schuster
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Judith Dozier Hackman 1990-91

Shirley M. Clark 1991-92

ASHE Dissertation of the Year Award Winners

1992-93

Martha Lillian Ann Stassen
"White Faculty Members' Responses to Racial Diversity at Predominantly White Institutions"
UMI Order Number: not available

1991-92

Julie Neururer
"Decency and Dollars Invested: Case Studies of South African Divestiture"
UMI Order Number: not available

Runner-Up

Francoise Queval
"The Evolution Toward Research Orientation and Capability in Comprehensive Universities. A Case Study: The California State University System"
UMI Order Number: DA I51/07A

1990-91

Kenneth D. Crews, J.D.
"Copyright Policies at American Research Universities: Balancing Information Needs and Legal Limits"
UMI Order Number: DAI51/07A

1989-90

Roger L. Williams
"George W. Atherton and the Beginnings of Federal Support for Higher Education"
UMI Order Number: DAI49/09A

1988-89

Patricia Gumpert
"The Social Construction of Knowledge: Individual and Institutional Commitment to Feminist Scholarship"
UMI Order Number: DAI 48/11A

1987-88

Dolores L. Burke
"Change in the Academic Marketplace: A Study of Faculty Mobility in the 1980s"
UMI Order Number: DA 871 1086

1986-87

Irvin Lee Wright
"Piety, Politics and Profit: American Indian Missions in the Colonial Colleges"
UMI Order Number: DA 860 7966

Runner-Up

Lester F. Goodchild
"The Mission of the Catholic University in the Midwest, 1842-1980"
UMI Order Number: not available

1985-86

Janet Kerr-Tener
"From Truman to Johnson: Ad Hoc Policy Formulation in Higher Education"
UMI Order Number: AAD85-26903

Runner-Up

Amaury Nora
"Determinants of Retention Among Chicano Students: A Structural Model"
UMI Order Number: AAD85-27875

Runner-Up

Charlotte Hanna
"Modest Expectations: Qualitative and Quantitative Analysis of Faculty Affirmative Action"
UMI Order Number: AAD86-002480

1984-85

Lois A. Fisher
"State Universities and the Autonomy of Colleges and Universities: A Comparative Study of Legislation in Four States, 1900-79"
UMI Order Number: DAI 45/08 A

Runner-Up

Bernard Reams

"Research Interactions Between Industry and Higher Education"

UMI Order Number: AAD85-16700

Runner-Up

Marta Wagner

"The American Scholar in the Early National Period: The Changing Context of Colonial Education"

UMI Order Number: AAQD85-16425

1983-84

Jeffery Bartkovich

"Designing an Empirically Derived Taxonomy of Organization Structures in Higher Education"

UMI Order Number: AAD84-16425

Runner-Up

Constance Collins

"Loose Coupling as a Framework for Understanding Structural Change: Case Studies of Four American Colleges and Universities"

UMI Order Number: AAD84-26621

Runner-Up

Edward Ottensmeyer III

"Strategic Organizational Adaptation and the Regulatory Environment: A Study of Universities During a Time of Regulatory Change"

UMI Order Number: AAD83-08871

1982-83

Catherine Marienau

"Bridging Theory and Practice in Adult Development and Planned Change"

UMI Order Number: AAD82-21310

Runner-Up

Jerry Wayne Askew

"Toward a Theory on the Impact of Budget Retrenchment in Educational Organizations"

UMI Order Number: AAD83-00202

Runner-Up

Ellen Metzner Ironside

"Career Paths of Women Administrators in Higher Education"

UMI Order Number: AAD82-22864

1981-82

Ellen Chaffee

"Decision Models in Budgeting"

UMI Order Number: AAD81-08902

Runner-Up

Ted Youn

"The Careers of Young Ph.D.s: Temporal Change and Institutional Effects"

UMI Order Number: AAD81-25677

Runner-Up

Joyce Mushaben

"The State versus the University: Juridicalization and the Politics of Higher Education at the Free University of Berlin, 1969-79"

UMI Order Number: AAD81-1903

1980-81

Paul Duby

"An Investigation of the Mediating Role of Causal Attitudes in School Learning"

UMI Order Number: DAI 41/07A

Runner-Up

James Henson

"Institutional Excellence and Student Achievement: A Study of College Quality and Its Impact on Education and Career Development"

UMI Order Number: AAD80-15903

1979-80

Kenneth Bradley Orr

"The Impact of the Depression Years 1929-39 on Faculty in American Colleges and Universities"

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Runner-Up

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"University Autonomy versus Government Control: The Mexican Case"

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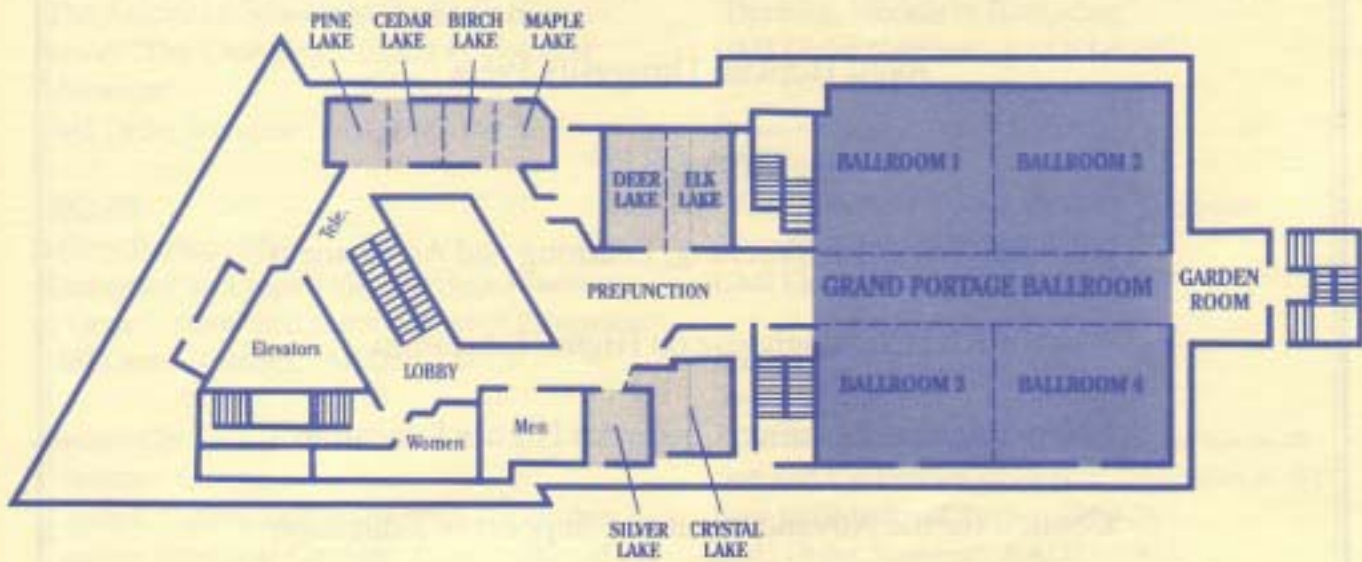
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