

**18th
Annual
Meeting**

**Association for the Study
of Higher Education**

**November 4-7, 1993
Pittsburgh Hilton & Towers**

**1993
Program
Committee**

Mildred García
Montclair State
Program Chair

Marilyn Amey
University of Kansas
Research Papers

Bill Harvey
North Carolina State
University
Symposia Co-Chair

Wynetta Lee
North Carolina State
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Symposia Co-Chair

Rodolfo García Z.
Michigan State University
Evaluation

Ruth Ekstrom
Educational Testing Service
Roundtable Discussions

Gary Rhoades
University of Arizona
Focused Dialogues

Bruce Jones
University of Pittsburgh
Local Arrangements
Co-Chair

Glenn Nelson
University of Pittsburgh
Local Arrangements
Co-Chair

James Ratcliff
Pennsylvania State
University
International Seminar

Caroline Turner
University of Minnesota
Newcomers

Kathryn Moore
Michigan State University
Member-at-Large

Keynote Addresses



Michael A. Olivas
University of Houston Law Center

Olivas to Address Higher Education and the Law

In modern higher education, few major decisions are made without considering the legal consequences, and although the core functions of higher education--instruction and scholarship--are remarkably free from external legal influences, no observer could convincingly deny the "legalization" of campuses.

In his address, Michael A. Olivas will examine the development of higher education and the law, both the growth of legal regimes on campus (statutes, regulations, administrative rules, and so on) and the scholarly measurement of legal requirements. How do institutions absorb legal mandates? How are campuses changed as a result? He will suggest a preliminary framework for measuring the effect of legal changes on colleges, using implementation theory to examine three case studies of legal change, and will examine the theoretical significance and policy implications of implementing legal change.

Olivas will present his keynote address from 4 to 5:30 p.m. on Thursday, Nov. 4, in Ballroom One.

Nettles to Examine National Policy Issues

Since 1990, national policy pertaining to higher education has gained considerable momentum. Goals 2000, Student Right to Know, National Community Service Trust Act, and Ability to Benefit are examples of policies that could bring about the most dramatic change on college campuses since the 1960s.

Much of the current attention on higher education pertains to quality assurances in terms of management, efficiency, effectiveness, and student outcomes. Nettles' presidential address will focus on the implications of these emerging policies for colleges and universities and for redefining how researchers and scholars study higher education. Particular emphasis will be given to redefining, measuring, and reporting research on quality.

Nettles' address will be held from 4:30 to 6 p.m. on Friday, Nov. 5, in Ballroom One.



Michael T. Nettles
University of Michigan

**Keynote
Addresses**
(continued)

**Moore to Discuss
"Universitas" in the
Information Age**

The university is one of mankind's oldest institutions. It has survived great changes, including the introduction of the printing press and the Industrial Revolution, by creating versions of itself suited to the times and the people who needed it.

How paradoxical it would be, then, if the present great revolution--the Information Age--were to become the university's undoing. Yet the changes beyond higher education's hallowed walls portend what Moore believes might cause university life as we know it to wither away.

John Maynard Keynes reportedly said, "The real difficulty in changing the course of any enterprise lies not in developing new ideas but in changing old ones." In this address, Moore will consider some ideas dear to the academic ethos that may need to be unlearned and others that will need to be reinvented if the academy is to survive and flourish in the 21st Century.

Moore will present these ideas from 10:15 to 11:45 a.m. on Saturday, Nov. 6, in Ballroom One.



Kathryn M. Moore
Michigan State University

**Meeting
Sponsors**

Special thanks are extended to sponsors of the 18th annual ASHE meeting:

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American College Testing Program

**Wednesday,
November 3**

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

8 p.m. to 10 p.m. Publications Committee
Room: Allegheny

**Thursday,
November 4**

8 a.m. to noon. Graduate Student Policy Seminar
Coordinator: Patricia Hyer, Virginia Polytechnic Institute and State University
Room: King's Garden North

8 a.m. to noon. ASHE Board Meeting
Room: King's Plaza

9 a.m. until noon. Higher Education Program Directors Meeting
Room: Ballroom One

10 a.m. to 6 p.m. Conference Registration
Room: Black Diamond

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

IA. Paper Presentations: Assessing Student Outcomes and Persistence

Chair: Kassie Freeman, Vanderbilt University

Presenters: "Assessing College Student Learning: Comparing the Alternate Measures,"
Guadalupe Anaya, Indiana University. "Characteristics of Full-Time Students Who Take Light
Credit Loads and Graduate in More than Four Years," J.F. Volkwein, State University
of New York at Albany. "Between Work Experiences and Alumni Perceptions of Learning and
Personal Development," Gary R. Pike, University of Missouri-Columbia.

Discussant: Leonard Baird, University of Kentucky

Room: King's Garden North

IB. Paper Presentations: New Perspectives on Teaching and Learning

Chair: William Brazziel, University of Connecticut

Presenters: "Cartesian and Dialogical Frameworks," Susan Millar, Pennsylvania State University.
"Influences Affecting the Development of Students' Intellectual Curiosity," Patrick Terenzini and
Leonard Springer, Pennsylvania State University. "Scholars and Resisters: An Ethnographic Study
of Life in a Classroom," Peter Magolda, Miami University of Ohio.

Discussant: Dianne Brown-Wright, University of Akron.

Room: King's Garden South

IC. Symposium: Higher Education Policy in International Perspective

Presenters: Peter Maassen and Frans van Vught, Center for Higher Education Policy Studies, University of
Twente, The Netherlands.

Discussant: Peter A.M. Maassen, Center for Higher Education Policy Studies

Room: LeBateau

**ID. Roundtable Discussion: Campus Climate and the Retention of African-American
Undergraduate Students**

Facilitator: Cynthia King, Pennsylvania State University

Contributors: Barbara Evans, University of Pittsburgh; Bernice Anderson, Educational Testing Service;
Brian Smedley, American Psychological Association.

Room: Chartiers

IE. Roundtable Discussion: New Assessment for Admission to Graduate School

Facilitator: Ernest Pascarella, University of Illinois, Chicago

Contributors: Elizabeth U. Baranger, University of Pittsburgh; Mary Enright, Educational Testing Service;
Ruth Ekstrom, Educational Testing Service; Charlotte Kuh, Graduate Record Examination Board.

Room: Traders

**Thursday,
November 4**
(continued)

IF. Symposium: The Quality of Doctoral Education: How Shall We Study Graduate Students?

Presenters: Rodney Boydston, Austin, Texas; Rebecca Osborne, Austin, Texas; Michael Raney, University of Texas-Austin.

Discussant: Gary R. Hanson, University of Texas-Austin

Room: King's Terrace

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

Concurrent Session II

IIA. Paper Presentations: Assessing Faculty Issues

Chair: Jay Chronister, University of Virginia

Presenters: "Free Speech on College Campuses: Individual and Institutional Correlates of Support," Eric L. Dey and Sylvia Hurtado, University of Michigan. "Perceptions of Research Misconduct and an Analysis of their Correlates," John M. Braxton, Vanderbilt University and Alan E. Bayer, Virginia Polytechnic Institute. "In Partnership with Industry: Business and Engineering Faculty," Stacy A. Wenzel, Sara B. Crawley, and Robert T. Blackburn, University of Michigan. "Faculty Participation and Shared Institutional Leadership," Carol Everly Floyd, Illinois Board of Regents.

Discussant: Barbara Lee, Rutgers University

Room: King's Garden North

IIB. Paper Presentations: Experiences of Community College Students

Chair: Rodolfo Garcia, Michigan State University

Presenters: "The Dimensionality of Academic and Social Integration for Persistence of Hispanic Students," Barbara A. Kraemer, St. Augustine College. "The In- and Out-of-Class Experiences of First-Year Community College Students," Laura I. Rendon and Romero Jalomo, Jr., Arizona State University. "Undergraduate Students: Assessing the Impact of Student Input and Institutional Environment on the Outcomes of Student Success," Patricia N. Long, Johnson County Community College and Marilyn J. Amey, University of Kansas.

Discussant: Wynetta Lee, North Carolina State University

Room: King's Garden South

IIC. Symposium: Moving from a Soviet to a Western Model of Higher Education: The Case of Hungary

Presenters: L. Jackson Newell and Anthony W. Morgan, University of Utah

Discussants: James F. Galbally, Jr., University of Pennsylvania; Karen Maitland Schilling, Miami University

Room: King's Terrace

IID. Focused Dialogue: Feminist Theorizing for Scholarly Inquiry in Higher Education

Conveners: Judith S. Glazer, Long Island University; Estela Bensimon, Pennsylvania State University; Barbara Townsend, Memphis State University.

Room: Traders

IIE. Session for Newcomers: Surviving ASHE

Facilitator: Caroline Turner, University of Minnesota

Discussants: Jonathan Fife, George Washington University; Cynthia King, Pennsylvania State University; Michael Nettles, University of Michigan; Bridgett Price, U.S. Air Force Academy.

Room: LaBateau

IIF. Briefing on Project FIND Guide to Recordkeeping and Analysis of Human Resource Data

The need to improve data analysis on faculty and staff in postsecondary education is of paramount importance to institutional and national policy makers. A set of commonly accepted definitions of "good practices" for the collection, analysis, exchange, and interpretation of faculty and staff data is central to this discussion. Project FIND is designed to address these needs. TIAA-CREF provided the initial resources that led to the National Center for Education Statistics, funding this formal development of the guide and an extensive field review and comment on the development of this guide.

**Thursday,
November 4**
(continued)

Presenters: Dennis P. Jones, National Center for Higher Education Management Systems; Charles S. Lenth, State Higher Education Executive Officers/National Center for Educational Statistics; Cheryl D. Lovell, National Center for Higher Education Management Systems.

Room: Chartiers

4 p.m. to 5:30 p.m.

Keynote Address

"The Implementation of Legal Change on Campus: Still Life Cases and College Controversies"

Michael A. Olivas, University of Houston Law Center

Mildred Garcia, Montclair State, presiding

Respondents: Barbara Lee, Rutgers University;

Jack Schuster, Claremont Graduate School

Room: Ballroom One

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: Ballroom Three

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

Room: King's Terrace

7:30 p.m. to 8:30 p.m. **Review of Higher Education Board Meeting**

Room: King's Plaza

**Friday,
November 5**

7:15 a.m. to 8:30 a.m. **ASHE Welcome Breakfast**

Open to all conference attendees.

Rooms: Ballroom One

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

Room: Black Diamond

8:30 a.m. to 10 a.m.

Concurrent Session III

IIIA. Paper Presentations: Faculty Commitment Across Institution Type

Chair: James Trainer, Higher Education Data Sharing Consortium

Presenters: "Faculty Commitment: A Comparison of Institutional and Professional Commitment among Faculty Who Work with Various Carnegie-Type Institutions," Kathleen Collins, University of Illinois at Chicago. "The Intrinsic and Extrinsic Aspects of College Teaching and Scholarly Inquiry," Mardy T. Eimers, University of Missouri System. "Improving Faculty Incentives for Effective Teaching," Andrea K. Wilger, William F. Massy, Susan Christopher, Carol Colbeck and John Jennings, Stanford University.

Discussant: Roger Baldwin, College of William and Mary

Room: King's Garden North

IIIB. Paper Presentations: Student Retention: Issues for Women

Chair: Richard Voorhees, Black Hills State University

Presenters: "An Approach/Avoidance Behavioral Model of College Student Retention," Shevawn Eaton, Northern Illinois University and John P. Bean, Indiana University. "Graduate Retention: An Investigation of Factors Relating to Older Female Graduate Students," Linda S. Hagedorn, University of Illinois at Chicago. "Dropping Out of the Science/Mathematics Pipeline," Frances K. Stage and Sue A. Maple, Indiana University. "The Development of Mathematical Self-Concept during College: Unique Benefits for Women in Math-Intensive Majors," Linda J. Sax, UCLA Higher Education Research Institute.

Discussant: Cheryl Presley, Colorado State University

Room: King's Garden South

**Friday,
November 5**
(continued)

IIIC. Symposium: The Interaction of Race, Gender, Class and Sexual Identity in the Socialization of Faculty

Presenters: Linda LaSalle, William G. Tierney, Kelly Ward, and Estela Bensimon, Pennsylvania State University.

Discussant: Anne Ard, Pennsylvania State University

Room: LeBateau

IIID. Graduate Student Session: Surviving the Doctoral Dissertation

Presenters: John Braxton, Vanderbilt University; John Creswell, University of Nebraska; Yvonna Lincoln, Texas A&M University; Julie Neururer, University of South Carolina.

Moderator: Sheila Arredondo, Education Commission of the States

Room: Chartiers

IIIE. Paper Presentations: New Frameworks for Research on Differences

Chair: Oscar Porter, University of Redlands

Presenters: "Social and Cultural Capital and Preparation for College: A LISREL Analysis Using NELS-88 Data," Carolyn Griswold, University of Georgia. "Oppression in Higher Education: A Research Serial," John Milam, George Mason University. "The Cultural Politics of Coming Out in College," Robert Rhoads, Pennsylvania State University.

Discussant: William Trent, University of Illinois

Room: Traders

IIIF. Symposium: Higher Education and the Economy: Public Policy Issues for the 1990s

Presenters: Shirley Clark, Oregon State System of Higher Education; Katherine Davey, University of Wisconsin; Judith Gill, Western Interstate Commission on Higher Education; James Weber, Arapahoe Community College.

Discussant: Daniel Layzell, University of Wisconsin System

Room: Rivers

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

Concurrent Session IV

IVA. Symposium: Celebrating Our Centennial Beginnings: A Founder, an Intellectual Heritage, and a Broad Array of Programmatic Offerings

Presenters: Lester F. Goodchild, University of Denver; Philo A. Hutcheson, Georgia State University; Barbara K. Townsend, Memphis State University; Glenn M. Nelson, University of Pittsburgh.

Convener: Michael T. Nettles, University of Michigan

Room: King's Garden North

IVB. Paper Presentations: Graduate Education

Chair: Joanne Cooper, University of Hawaii-Manoa

Presenters: "Collaboration in Graduate Education," Melissa S. Anderson, University of Minnesota.

"Students in Cohort Programs and Intensive-Schedule Classes: Does Familiarity Breed Differences?" Katherine C. Reynolds, University of Utah. "The Development of Contextual Knowing Graduate and Professional Educational Settings," Marcia B. Baxter-Magolda, Miami University. "Anticipatory Socialization of Undergraduate Teaching Norms by Entering Graduate Teaching Assistants," John M. Braxton, Vanderbilt University, and Scott C. Clark and Leo Lambert, Syracuse University.

Discussant: Clifton Conrad, University of Wisconsin-Madison

Room: King's Garden South

IVC. Focused Dialogue: Whose Interests Do ASHE and AERA Serve?

Conveners: Estela Bensimon, Patrick Terenzini and Melinda Sewell, Pennsylvania State University.

Room: Traders

IVD. Focused Dialogue: Socialization of Graduate Students: The Experiences of Graduate Students at Scholarly Conferences

Facilitator: Carolyn Griswold, graduate assistant, University of Georgia

Contributors: Ginger Marine, University of Georgia; Jim Hearn, University of Georgia, Marc Chun and Berta Vigil Laden, Stanford University; Caroline Turner, University of Minnesota.

Room: Chartiers

**Friday,
November 5**
(continued)

IVE. Symposium: Minority-Exclusive Fellowships: Law, Policy, and Social Responsibility
Presenters: Michael A. Olivas, University of Houston Law Center; Edwin Gordon, Cornell University; William Trent, University of Illinois.
Discussant: Monique Clague, University of Maryland
Room: Rivers

IVF. Symposium: The Academic Profession in Comparative Perspective: Reports from the Carnegie International Survey
Presenters: Esther Gottlieb, Seminar Hakibutzim, Israel, and West Virginia University; Micah Chen, Tel Aviv University, Israel; Peter Maassen, University of Twente, Netherlands.
Discussant: Phillip Altbach, SUNY-Buffalo
Room: LeBateau

11:45 a.m. to 1 p.m. Seminar: Coping with Racism and Segregation: Lessons from South Africa and the United States

Third Annual ASHE International Meeting. Open to all.

Convenors: James Ratcliff, Pennsylvania State University; Bob Diamond, Syracuse University; Glenn Fisher, Pennsylvania State University; Michael T. Nettles, University of Michigan; Richard C. Richardson, Arizona State University; Jim Stewart and Jim Ratliff, Pennsylvania State University; Julie Neururer, University of South Carolina; Kallie Strydom, University of the Orange Free State; George C. Pavlich, University of Auckland; Fred M. Hayward, American Council on Education, Marie Baker, Pennsylvania State University.

Room: Ballroom One

11:45 a.m. to 1 p.m. ASHE Reader Series Meeting
Room: Board

11:45 a.m. to 1 p.m. Graduate Student Committee Meeting
All graduate students are welcome. Bring your lunch!
Room: King's Garden North

1 p.m. to 2:30 p.m.
Concurrent Session V

VA. Paper Presentations: Access and Reform in International Higher Education

Chair: Cynthia King, Pennsylvania State University

Presenters: "Improving Women's Access to Higher Education in Developing Countries: A Review of World Bank Project Experiences," Jennifer Haworth, Berman Weiler Associates and Halil Dundard, University of Minnesota. "Black Access to South African Universities: A Comparative Study," Richard C. Richardson, Jr., Arizona State University, and Mark Orkin, University of the Witwatersrand. "Developing Priorities and Strategies to Meet the Challenge: Educational Development in Post-Apartheid Universities," George C. Pavlich and Carla G. Spinola, University of Auckland, and F.M. Orkin, CASE South Africa. "Higher Education Reform in Poland: The Idea of a University and the Reality of a Misdeveloped State," H. Bradley Sagen, University of Iowa.

Discussant: Elaine El-Khawas, American Council on Education

Room: King's Garden North

VB. Paper Presentations: Faculty Experiences

Chair: Sandy Gahn, University of Kansas

Presenters: "Latina Faculty Members: An Almost Invisible Minority," Lisa Ellen Wolf and Yolanda R. Ingle, Claremont Graduate School. "Ethnic and Racial Minority Faculty within a Research University: Their Common Experiences," Linda K. Johnsrud and Kathleen C. Sadao, University of Hawaii-Manoa. "Annals of the Academic Life: The Career of 'Professor G.," Steven Weiland, Michigan State University.

Discussant: Ann Austin, Michigan State University

Room: King's Garden South

VC. Symposium: State Policy: Micro Efforts and Macro Problems

Presenters: Judith Gill, Western Interstate Commission on Higher Education; Rodolfo Garcia, Michigan State University; Rey Garcia, Faith Paul, and Mark Bateman, Public Policy Research Consortium.

Discussant: Faith Paul, Public Policy Research Consortium

Room: LeBateau

**Friday,
November 5
(continued)**

VD. Symposium: Recruiting and Retaining Faculty of Color in the Community Colleges
Presenters: Ronald Opp, Texas Tech University; Dorothy Knoell, California Postsecondary Education Commission; Debra Carter, American Council on Education; James R. Valadez, North Carolina State University.

Discussant: William Harvey, North Carolina State University
Room: Rivers

VE. Focused Dialogue: Unions and the Structure and Remuneration of Professional Labor
Convenor: Mark Ginsburg, University of Pittsburgh
Room: Chartiers

VF. Dissertation of the Year Award Winner's Presentation
Rebecca R. Kline, Pennsylvania State University.
"The Social Practice of Literacy in a Program of Study Abroad"
Room: Traders

2:45 p.m. to 4:15 p.m.
Concurrent Session VI

VIA. Paper Presentations: Women Students and the Campus Climate

Chair: David Guthrie, Calvin College

Presenters: "How Women's Colleges Facilitate the Success of their Students: A Causal Model," Lisa Ellen Wolf, Daryl Smith, and Diane Morrison, Claremont Graduate School. "Student Leadership in Three Women's Colleges," Elizabeth J. Whitt, Iowa State University. "How Chilly Is the Forecast? An Institutional Study of the Campus Climate for Women," Michael Mills, Hartford College for Women.

Discussant: Marcia Baxter Magolda, Miami University of Ohio
Room: King's Garden North

**VIB. Symposium: Community College Transfer Students and Universities:
Problems and Possibilities**

Chair: Wynetta Lee, North Carolina State University

Presenters: Barbara Townsend, Memphis State University; Dennis McGrath, Community College of Philadelphia; Philo Hutcheson, Georgia State University.

Discussant: Laura I. Rendon, Arizona State University
Room: Chartiers

VIC. Symposium: Examining and Explaining Rising Administrative Costs

Presenters: Dean Bresciani, University of Nebraska-Kearney; Rufus Glaspar, Maricopa Community Colleges; Patricia Gumpert, Stanford Institute; Gary Rhoades, University of Arizona; Brian Pusser, Stanford University.

Discussant: Larry L. Leslie, University of Arizona
Room: King's Garden South

**VID. Symposium: Student Development: The History, Current Status, and Implications
of an Essential Era**

Presenters: Michael D. Coomes and Patricia M. King, Bowling Green State University; M. Lee Upcraft and Patrick T. Terenzini, Pennsylvania State University.

Discussant: C. Carney Strange, Bowling Green State University
Room: LeBateau

VIE. Focused Dialogue: Workshop--Writing Case Studies in Qualitative Inquiry

Presenter: Yvonna S. Lincoln, Texas A&M University.
Room: Traders

VIF. Paper Presentations: The Changing Nature of Knowledge and Scholarship

Chair: James Bess, New York University

Presenters: "Scholarship Re/Reconsidered," Sheryl Samuelson, Millikin University and Chris Eisele, Illinois State University. "Collaboration in Research and Scholarship of Feminist Faculty,"

**Friday,
November 5**
(continued)

Cynthia Sullivan Dickens, Mississippi State University. "Comments and Replies: Academic Conversations," Robert Silverman, Ohio State University.

Discussant: Joan Stark, University of Michigan

Room: Rivers

4:30 p.m. to 6 p.m.

Presidential Address

**Michael Nettles, University of Michigan
Mildred García, Montclair State, presiding**

Room: Ballroom One

ASHE Awards Presentation

Rooms: Ballroom One

6:30 p.m. ASHE Bash

Rooms: Ballrooms Three and Four

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

Room: Rivers

**Saturday,
November 6**

7 a.m. to 8:30 a.m. Jazz Dance: A Multicultural Experience

Leader: Scott D. Morrow, artistic director, Scott Morrow Dance Theatre, and dean, Palm Beach School of the Arts

Jazz Dance provides a mode of exploring, enacting, and living out several cultures in vibrant form. A uniquely American art form, jazz dance originated and was shaped by the fusion of African, Caribbean, Latin, and European dance traditions, making it multicultural in its very essence. This action seminar will consist of movement experiences and lecture/demonstrations. It is designed for anyone interested in incorporating a multicultural artistic experience into a specific course or as a component of a multicultural or general educational curriculum. A noted choreographer and educator, Scott Morrow has led workshops for numerous groups, including Project Zero researchers in the Harvard Graduate School of Education, the Conference on Afro-American Studies Convention. No experience or skill level is necessary. Wear loose, comfortable clothing.

Room: Ballroom One

7 a.m. to 8:30 a.m. Program Committee Meeting

Room: King's Garden North

7:30 a.m. to 8:30 a.m. ASHE-ERIC Higher Education Report Series Meeting

For conference attendees interested in publishing with the ASHE-ERIC Report Series.

Room: King's Garden South

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

Room: Black Diamond

8:30 a.m. to 10 a.m.

Concurrent Session VII

VIIA. Paper Presentations: Factors Affecting Faculty Salaries and Productivity

Chair: Jeffery Bieber, University of Kentucky

Presenters: "Are We Approaching Equal Pay for Equal Work? Gender Differences in Academic Salaries, 1972-89," Jeff Milem, Vanderbilt University, and Eric Dey, University of Michigan. "Grants as a Faculty Product: Does a Publication Model Apply?" Sara B. Crawley, Stacy A. Wenzel and Robert T. Blackburn, University of Michigan. "The Influence of Organization Variables on Disparities between Male and Female Faculty Salaries," Catherine E. Regan and J.F. Volkwein, State University of New York. "Beyond the Elite: Factors Influencing Faculty Productivity at Emerging Research Universities, 1968-88," Nancy Diamond, University of Maryland Graduate School, Baltimore.

Discussant: James Fairweather, Pennsylvania State University

Room: King's Garden North

**Saturday,
November 6**
(continued)

VII B. Paper Presentations: Institutional Change Processes: Growth and Retrenchment

Chair: Edward Hines, Illinois State University

Presenters: "Tenured Faculty Perspectives of Intrasystem Transfers: Is There Life after a Campus Closing?" Kathryn L. Hanna, University of Minnesota-Waseca, and Shirley A. Swain, University of Minnesota-Duluth. "Friends, Brothers and Some Sisters: Using Cultural Research to Guide an Institutional Merger," George D. Kuh and Brenda Robinson, Indiana University. "The Problem of Complexity: A Case Study of Administrative Growth and Retrenchment," Patricia J. Gumpert and Brian Pusser, Stanford University. "Using Multiattribute Evaluation Techniques for Assisting Reallocation Decisions in Higher Education," Darrell R. Lewis and Lincoln A. Kallsen, University of Minnesota.

Discussant: Carolyn Thompson, SUNY-Buffalo

Room: King's Garden South

VII C. Symposium: Fostering the Success of African-American and Hispanic Americans in Higher Education

Presenters: Kassic Freeman, Vanderbilt University; James Valadez, North Carolina State University; Berta Laden, Stanford University; Beverly Bowers, University of South Carolina.

Discussant: Michael T. Nettles, University of Michigan

Room: LeBateau

VII D. Symposium: Research on Faculty: Expanding the Knowledge Boundaries

Presenters: Dorothy Finnegan, College of William and Mary; David W. Leslie, Florida State University; Kelly Ward, Pennsylvania State University; Marilyn J. Arney, University of Kansas.

Discussant: Elizabeth J. Whitt, Iowa State University

Room: Rivers

VII E. Symposium: National Indicators of the Quality of the Educational Process

Conveners: C. Robert Pace, UCLA Center for the Study of Evaluation; Trudy Banta, Indiana University-Purdue University at Indianapolis; Peter Ewell and Dennis Jones, National Center for the Higher Education Management Systems.

Room: Traders

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

Keynote Address

Kathryn Moore, Michigan State University
Marvin Peterson, University of Michigan, presiding
Room: Ballroom One

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: King's Plaza

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

Room: Traders

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

Room: Ballroom One

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

Concurrent Session VIII

VIII A. Paper Presentations: Case Studies of International Education

Chair: Cynthia Dickens, Ohio State University

Presenters: "Exploring Democracy: Foreign Policy Development Assistance and Higher Education in Four Countries," Patricia L. Gregg and Seana M. McGovern, Pennsylvania State University. "The Intersection of the Locus and Mode of Decision-making and Policy Area in Taiwanese Higher Education," Elizabeth M. Hawthorne, University of Toledo. "What Is Changing in

**Saturday,
November 6**
(continued)

Mexican Public Universities in the Face of Recent Policy Initiatives for Higher Education," Rollin Kent, Departamento de Investigaciones Educativas, Centro de Investigacion y Estudios Avanzados. "Self Evaluations and Visiting Committees," Don F. Westerheijden, CHEPS, University of Twente.

Discussant: James Ratcliff, Pennsylvania State University

Room: King's Garden North

VIIIB. Symposium: Diversity: Institutional Systemic Change

Presenters: Edgar Beckham, Ford Foundation; Mildred García, Montclair State; Yolanda Moses, City University of New York; Caryn McTighe Musil, Association of American Colleges; Daryl Smith, Claremont Graduate School.

Room: King's Garden South

VIIIC. Roundtable Discussion: Turbulence in State Policy Making for Higher Education: Revised Research Focus and Concepts

Facilitator: Martin Finkelstein, New Jersey Institute for Teaching and Learning

Contributors: Carol Everly Floyd, Illinois State Board of Regents; Patricia Crosson, University of Massachusetts-Amherst; Edward Hines, Illinois State University; Ami Zusman, University of California.

Room: Traders

VIIID. Symposium: Political Correctness, Curriculum and Reward Structures in Higher Education

Presenters: Gary Rhoades, University of Arizona; Kenneth Pepion, Montana State University; Melissa Johnson, University of Arizona.

Discussant: Sheila Slaughter, University of Arizona

Room: LeBateau

VIIIE. Symposium: The Art of Marketing Oneself

Presenters: Kathryn Moore, Michigan State University; Marvin Peterson, University of Michigan; Robert Hendrickson, Pennsylvania State University.

Moderator: Bridgett Price, U.S. Air Force Academy

Room: Rivers

4 p.m. to 5 p.m. Conference Evaluation Meetings

Rooms: Liberty, Forbes, Board

4 p.m. to 5:30 p.m.

Concurrent Session IX

IXA. Paper Presentations: International Higher Education Policy Issues

Chair: Elizabeth Jones, Pennsylvania State University

Presenters: "Higher Education Policy Formation in the European Community," Pat Crosson, University of Massachusetts-Amherst. "The European Community's Search for a 'Common' Academic System," William W. Jellema, University of Connecticut. "The European Community: Its Impact on Higher Education in Member Countries," Charles S. Adams, University of Massachusetts-Amherst. "The Shifting of the American Academic Labor Market and European 'Brain Drain,'" Jack H. Schuster, Claremont Graduate School.

Discussant: David Dill, University of North Carolina

Room: King's Garden North

IXB. Paper Presentations: Discrimination, Affirmative Action and Oppression on Campus

Chair: Paul Butler-Nalin, University of Northern Iowa

Presenters: "The Dimensionality of Perceptions of Discrimination: A Confirmatory Factor Analysis," Amaury Nora, University of Illinois-Chicago, and Alberto Cabrera, SUNY-Albany. "Can We All Get Along? How College Impacts Students' Sense of the Importance of Promoting Racial Understanding," Jim Antony, UCLA Graduate School of Education. "Fair Game: College Students' Perspectives on Merit, Equity, Inequality, and Affirmative Action Admissions," Helen D. Lipson, University of Illinois-Chicago.

Discussant: James Davis, University of Delaware

Room: King's Garden South

**Saturday,
November 6**
(continued)

IXC. Symposium: Evaluating Large-Scale Change: A Study of University Outreach at Michigan State University

Presenters: Peggy LeFleur, Joanne Basta, R. Sam Larson, and Charles Ostrom, Michigan State University.
Discussant: Phyllis Grummon, Michigan State University
Room: Traders

IXD. Report from the ASHE Task Force on the Study of Higher Education in the 21st Century

Chair: Judith Dozier Hackman, Yale University
Presenters: Clifton Conrad, University of Wisconsin-Madison; Yvonna S. Lincoln, Texas A&M University; Shirley Clark, Oregon State System of Higher Education; Julie Neururer, University of South Carolina.
Room: LeBateau

IXE. Symposium: Comparative Perspectives on the Social Role of Higher Education

Presenters: Sheila Slaughter, University of Arizona; David Post and William G. Tierney, Pennsylvania State University; Ken Kempner, University of Oregon.
Discussant: Gary Rhoades, University of Arizona
Room: Rivers

6 p.m. Dinner at the Cathedral of Learning, University of Pittsburgh

9 p.m. to 1 a.m. ASHE Dance
All conference attendees are welcome.
Room: Ballroom One

**Sunday,
November 7**

7:30 to 8:30 a.m. ASHE-ERIC Editorial Board Meeting

Room: Board

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

Room: King's Plaza

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

Room: Black Diamond

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

XA. Paper Presentations: New Perspectives on College Impact and Student Development

Chair: Kenneth A. Feldman, SUNY-Stony Brook

Presenters: "The Impact of College on Academic and Social Self-Concept: Gender and Racial Differences," Tamela Heath, UCLA Higher Education Research Institute. "Undergraduate Education: A Gendered Experience" Diane Morrison, Daryl Smith, and Lisa Wolf, Claremont Graduate School. "Toward a Postmodern View of Student Identity," Robert A. Rhoads, Pennsylvania State University.

Discussant: John Milam, George Mason University

Room: King's Garden North

XB. Paper Presentations: The College Curriculum: Policies, Practices and Planning

Chair: Marsha Krotseng, West Virginia University System

Presenters: "Institutional Constraints on the Development of Curricular Policy Alternatives: A Case Study," Gordon B. Arnold, Boston College. "Modifying the Major: Extemporaneous Thoughts from Ten Disciplines," Lisa R. Lattuca and Joan S. Stark, University of Michigan. "Factors Influencing Curriculum Change in Professional Programs," Michelle A. Boss and Malcolm A. Lowther, University of Michigan. "Using Academic Tasks to Assess the Intellectual Demands of Introductory Courses," Kathleen A. Hart, Maribeth Kingan, and Janet H. Lawrence, University of Michigan.

Discussant: Zelda Gamson, University of Massachusetts-Boston

Room: King's Garden South

**Sunday,
November 7**
(continued)

XC. Symposium: Looking Inside: Encounters of American Feminist Scholars with Academic Cultures in Three Countries

Presenters: Mary Dwyer, University of Illinois-Chicago; Mary Ann Sagaria, Ohio State University; Susan Twombly, University of Kansas.

Discussant: Kathryn Moore, Michigan State University

Room: LeBateau

XD. Paper Presentations: College Administrators: Access and Authority

Chair: Janet Ingram Guyden, Georgia State University

Presenters: "Who Will Guard the Guardians? A Study of Limits to Formal Authority," Elizabeth M. Hawthorne, University of Toledo. "Are We Really Looking for Women in Academic Administration at Research Universities?" Judith L. Martin, independent scholar. "An Examination of Career Mobility Patterns and Social Origins of American College and University Presidents," John C. Fitzpatrick, College of Aeronautics, and Karen Osterman, Hofstra University.

Discussant: Anna Neumann, Michigan State University

Room: King's Terrace

XE. Symposium: Measuring Student Transfer between Community Colleges and Baccalaureate-Granting Institutions

Presenters: Arthur M. Cohen, UCLA; Judith S. Eaton, National Center for Academic Achievement Transfer; James C. Palmer, Illinois State University.

Moderator: Florence B. Brawer, Center for the Study of Community Colleges

Room: Brigade

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

Concurrent Session XI

XIA. Paper Presentations: Institutional Issues in the 1990s: Challenge for Administrators

Chair: Judith Martin, independent scholar

Presenters: "A Qualitative Case Study of Campus Reaction to a Terrorist Gun Incident," John Creswell and Kelly Asmussen, University of Nebraska-Lincoln. "Organizational and Individual Factors in the Establishment of a Lesbian, Gay, and Bisexual Organization at a Church-Related College," Patrick Love, Syracuse University. "Another Dimension of Campus Date Rape: Assessing College Students' Attitudes," Jessica Korn, UCLA.

Discussant: George Kuh, Indiana University

Room: King's Garden North

XIB. Focused Dialogue/Workshop: Sampling in Qualitative Research

Conveners: James Fairweather and William Tierney, Pennsylvania State University.

Room: King's Garden South

XIC. Symposium: Autonomy, Accountability, and Appropriations: Public Universities and Legislatures

Presenters: Paula Sabloff and Dennis McManus, University of Pittsburgh; David Leslie, Florida State University; Jan Lyddon, Saginaw Valley State University; Dan Layzell, University of Wisconsin System.

Discussant: Ann Dykstra, University of Pittsburgh

Room: LeBateau

XID. Focused Dialogue: Racism in the Academy

Conveners: Carlos Rodriguez, University of Arizona; Bruce Anthony Jones, University of Pittsburgh; Anne Nelsen, The Alliance for Undergraduate Education.

Room: King's Terrace

***Research Paper
Proposal
Reviewers***

Richard Alfred
Melissa Anderson
Ann Austin
Leonard L. Baird
James L. Bess
Jeffery P. Bieber
Robert Birnbaum
Robert Blackburn
Robert Boice
John Braxton
William F. Brazziel
Ellen Brier
Paul Brinkman
Dennis Brown
Paul Butler-Nalin
Alberto F. Cabrera
Maria Chacon
Jay Chronister
Clifton F. Conrad
Joanne Cooper
James Earl Davis
Eric Dey
David D. Dill
Larry Dooley
Richard Duran
Elaine El-Khawas
Corinna A. Ethington
Annette S. Ezell
James Fairweather
Kenneth Feldman
Dorothy Finnegan
Carol E. Floyd
Kassie Freeman
Susan Frost
Rodolfo Garcia
Peter Garland
Lester Goodchild
Judy D. Grace
Janet Guyden
Elizabeth Hawthorne
Tamela Heath
Robert Hendrickson
Edward R. Hines
Dennis E. Hinkle
Adrienne Hyle
Gregory Jackson
Linda Johnsrud
Elizabeth Jones
Cynthia King
Marsha Krotseng
George Kuh
Barbara Lee
Gary Malaney
Judith Martin

Michael Matier
Sharon McDade
John Milam
Robert Menges
Glenn Nelson
Julie Neururer
Jack Newell
Michael Pavel
Oscar F. Porter
Richard Richardson, Jr.
Mary Ann Sagaria
John Scott
C. Carney Strange
Patrick Terenzini
Barbara Townsend
Caroline Turner
Richard Voorhees
William "Billy" Weitzer

Symposia Reviewers

Starita Boyce
Jay Chronister
James E. Davis
Jonathan Fife
John K. Folger
Kassie Freeman
Zelda Gamson
Rosemary Gillett-Karam
Janet Guyden
Cathy Hart
William Harvey
Althia deGraft Johnson
Bruce Jones
Cynthia King
Wynetta Lee
Pamela Lyons
Sharon McDade
Kathryn Moore
Patricia Murrell
Amaury Nora
Ronald Opp
Marvin Peterson
Cheryl Presley
Cathy Royal
Terrence Tollefson
Caroline Turner
James Valadez

***Roundtable Proposal
Reviewers***

Caroline Griswold
Berta Vigil Laden
Brian Smedley

***Focused Dialogue
Reviewers***

Clifton F. Conrad
Patricia Gumpert
Bruce Jones
Kenneth Kempner
Carlos Rodriguez
Carolyn Thompson

Evaluation Committee

Rodolfo Garcia Z.
Guadalupe Anaya
Julie Neururer

ASHE
Award Winners

ASHE award winners since 1985, the year the awards committee was officially recognized.

1985

Distinguished Career: Howard Bowen
Research Achievement: Burton Clark

1986

Distinguished Career: David Riesman

1987 (February)

Distinguished Career: Lewis Mayhew
and Joseph Kauffman

1987 (November)

ASHE Service Award: Jonathan Fife

1988

Research Achievement: Robert Blackburn
and Howard Bowen

1989

Distinguished Career: Mary Corcoran
and Robert Pace
Research Achievement: Jack Schuster
Promising Scholar: Ann Austin

ASHE
Presidents

C. Robert Pace 1976-77

Kenneth P. Mortimer 1977-78

Robert O. Berdahl 1978-79

Burton R. Clark 1979-80

Howard R. Bowen 1980-81

Joseph F. Kauffman 1981-82

Marvin W. Peterson 1982-83

Kathryn M. Moore 1983-84

Joan S. Stark 1984-85

Robert Birnbaum 1985-86

David W. Leslie 1986-87

1990

Research Achievement: Robert Birnbaum
Special Merit: Peggy Heim
and Robert Silverman
ASHE Service Award: L. Jackson Newell
Promising Scholar: Frances Stage

1991

Howard Bowen Award: Cameron Fincher
Research Achievement Award: Ernest
Pascarella and Patrick Terenzini
Early Career Award: Amaury Nora

1992

Howard Bowen Award: K. Patricia Cross
Research Achievement Award: Joan Stark
Leadership Award: Ernest Boyer
Special Merit Award: Jossey-Bass, Inc.
Publishers

Clifton Conrad 1987-88

Ellen Earle Chaffee 1988-89

Ernest T. Pascarella 1989-90

Judith Dozier Hackman 1990-91

Shirley M. Clark 1991-92

Michael T. Nettles 1992-93

**ASHE
Dissertation
of the Year
Award Winners**

1993-94

Rebecca R. Kline
"The Social Practice of Literacy in a Program
of Study Abroad"
UMI Order Number: *not yet available.*

Runner-Up

Dorothy Finnegan
"Academic Career Lines: A Case Study of
Faculty in Two Comprehensive Universities"
UMI Order Number: *not yet available.*

1992-93

Martha Lillian Ann Stassen
"White Faculty Members' Responses
to Racial Diversity at Predominantly White
Institutions"
UMI Order Number: AAC9227009

1991-92

Julie Neururer
"Decency and Dollars Invested: Case Studies
of South African Divestiture"
UMI Order Number: AAC9210091

Runner-Up

Francoise Queval
"The Evolution Toward Research Orientation
and Capability in Comprehensive Universi-
ties: A Case Study: The California State
University System"
UMI Order Number: DA 151/07A

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 Gumport
"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 Quanti-
tative 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 II

"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 Career 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: AAD81-41/07A

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"

UMI Order Number: AAD78-13714

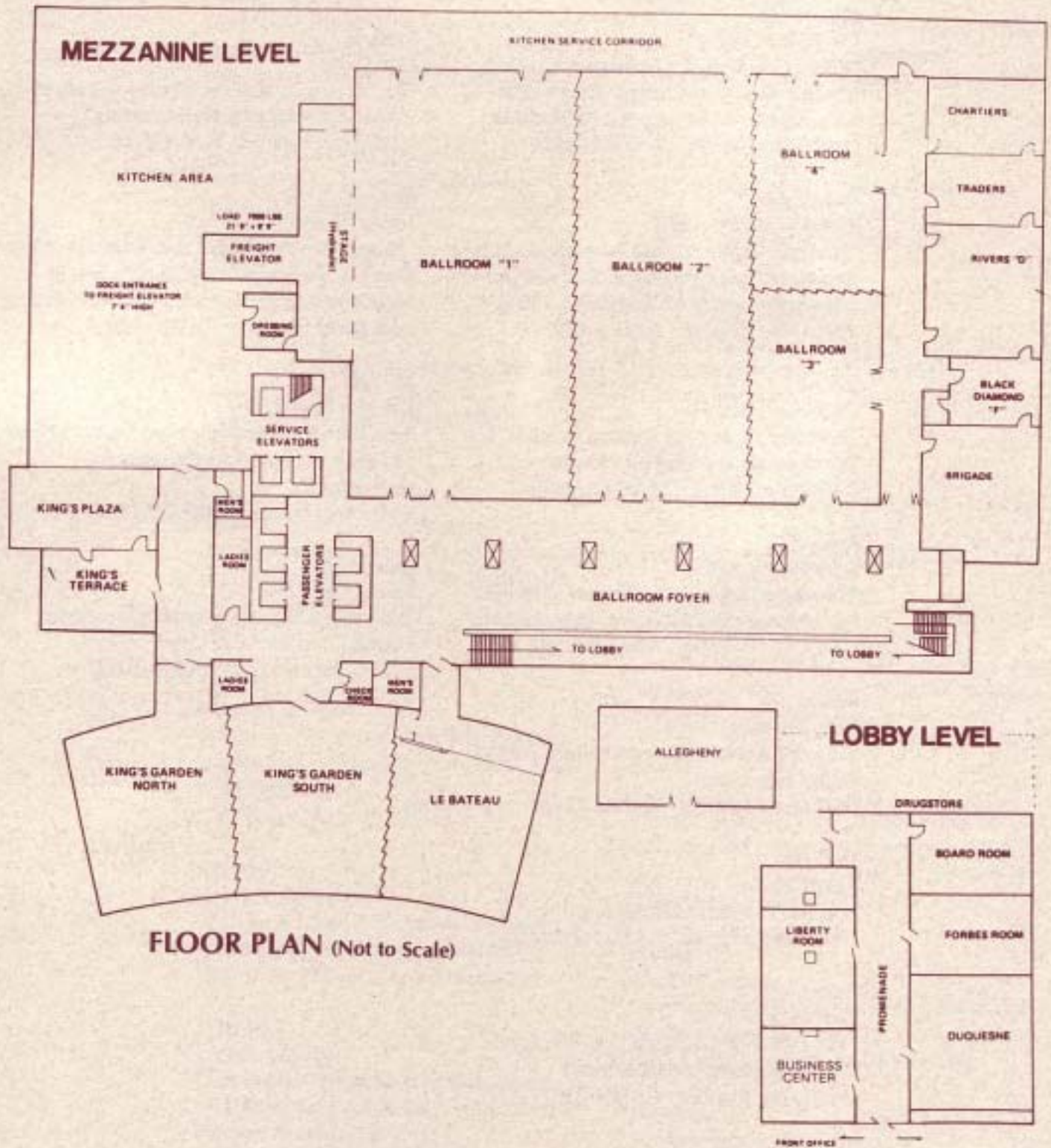
Runner-Up

Daniel Carl Levy

"University Autonomy versus Government Control: The Mexican Case"

UMI Order Number: AAD78-10475

**Pittsburgh
Hilton
and Towers**



FLOOR PLAN (Not to Scale)