

members of the University Committee on Tenure and Promotion, the College of Education Dean and the Department of Professional Programs Faculty. I was also elected to serve a two-year term on the Niagara University Tenure and Promotions Committee on March 8, 2013. In addition, I currently serve on the University Mission Committee and the College of Education Recruitment and Retention Committee as well as on the College Advisory Council.

I have taught the following courses in the PhD Program in Leadership and Policy since the commencement of the program in Fall 2011: ADS 850 *Dissertation I*, ADS 853 *Dissertation II*; ADS 855 *Dissertation III*, ADS 857 *Dissertation IV*, ADS 840 *Doctoral Seminar*, ADS 810 *Research Seminar*, ADS 750 *Diversity in Organizations*, ADS 740 *Leadership in a Global Society*, ADS 720 *Process, Politics and Evaluation of Public and Social Policy*, ADS 710 *Organizational Theory, Development and Strategic Change*. In addition, I have taught *Independent Study* courses to PhD students as needed by them to complete their respective PhD program electives. My student-centered constructivist approaches to teaching and learning have been very appreciated by my doctoral students as their qualitative evaluations of my teaching has consisted mostly of very positive responses and the quantitative scoring of my teaching and courses has always been in the 4.5 range out of best possible 5.

I serve as the coordinator of the Niagara University Ph.D. Program in Leadership and Policy that currently has over 50 advanced graduate students and doctoral candidates matriculating towards their PhD. I serve as the program advisor for doctoral students during their first two years in the program. I am responsible for all program reports and evaluations, course schedule development, faculty recruitment and assignments, student recruitment and consultations, curriculum updates, and special event planning and implementation such as: the annual PhD Comprehensive Exam and the annual Niagara University PhD Research Symposium as well as periodic PhD Information Sessions. The Niagara University PhD Program in Leadership and Policy was approved in 2010 and members of Cohort I of the program commenced their PhD studies in Fall 2011. Since the commencement of the PhD Program, 109 PhD candidates have received their PhD in Leadership and Policy at annual commencement ceremonies. I chaired the doctoral dissertations of the following 41 candidates (38% of total to date) who successfully completed their PhD in Leadership and Policy at Niagara University (date of final dissertation defense):

Adelakun, Olasumbo (4/08/20). *A Phenomenological Study of Infant Mortality Rates in Nigeria: The Gaps in Healthcare Policy*. Recipient of the 2020 Stephen J. Denig Memorial Award for the Dissertation that, ‘Most Specifically Reflects the Vincentian Mission of Niagara University’.

Agostino, Pamela Ann (7/21/16). *Experiences and perceptions of literacy and basic skills practitioners in southwestern Ontario working with a diverse and multi-barriered population of adult students: a phenomenological research study*

Alhumaydhi, Omar (4/18/22). *The impact of macroeconomics indicators on the financial performance of the banking sector in the Kingdom of Saudi Arabia*.

Al Muhanna, Mohammed S. (12/10/2021).

The Effect of Ethical Leadership on Job Satisfaction and Affective Commitment: A Quantitative Case Study. Niagara University Chair: Dr. Walter S. Polka.

Alrasheidi, Raheima Salman. (12/08/21).

Perceptions of the Effect of Leadership Styles of Education Faculty at the University of Bisha in Saudi Arabia: A Mixed Methods Case Study. Niagara University Chair: Dr. Walter S. Polka.

Ayaga, Reverend Augustine (12/11/14). *Assessing the perceptions of partnerships between church and government educational leaders in Ghana: Implications for leadership, policy, and practice.* Recipient of the 2015 Stephen J. Denig Memorial Award for the Dissertation that, 'Most Specifically Reflects the Vincentian Mission of Niagara University'.

Barstys, Ronald (4/25/19). *No Child Left Behind (NCLB) and Every Child Succeeds Act (ESSA): Perspectives on the Impact of Key Federal School Improvement Programs on Public Schools in Niagara and Orleans Counties, New York.*

Baudo, Kelly Ann (4/23/19). *New York State Principals' Perceptions of the Diagnostic Tool for School and District Effectiveness and the Associated Recommendations.*

Benjamin, AmyLynn (4/12/19). *Teachers' self-reflections about cultural competencies: A mixed-methods study in Turkey and the United States.*

Benjamin, Michelle (5/3/17). *The culture of wellness as it relates to principals' self-perception of their own resiliency: A mixed-methods multi-site case study of principal resilience and wellness.*

Blue, Kanasha Lauren Neipha (7/6/21). *A phenomenological examination of the impact of New York State Criminal Sealing Law on previously incarcerated individuals.*

Buzzard, Ruth Anne (4/14/16). *What every policy maker, school leader, parent, and community member needs to know about the social, economic, and human capital costs of closing a rural school: A comprehensive multi-faceted investigation.*

Campbell, William (4/09/18). *Why do individuals volunteer for military service during times of armed conflict? A phenomenological study.*

Collins, Renee (4/13/16). *A multifaceted analysis of learning and personal development practices employed in private, public, and not-for-profit organizations: Implications for self-leadership and policy enhancement.*

- Condino-Snopkowski, Lisa (4/15/20). *The perceptions of secondary school special education teachers, special education supervisors, and building principals regarding the degree of implementation of special education legislation and regulations for the education of students with learning disabilities in Orleans-Niagara Public School Districts.*
- DeSimone, Kimberly (4/18/18). *A phenomenological study of women's perceptions in navigating the fortune 500 executive leadership pipeline.*
- Fetter, Robert (4/08/20). *Are education leadership spaces ready for creative work? An ethnographic examination of educational leadership workspaces.*
- Gilewski, Nick (11/19/19). *The current impact and future implications of renewable energy on generation and distribution in deregulated and regulated states.*
- Harris, Rubie (4/06/17). *A mixed-methods exploration of the financial planning of New York State school districts with a negative tax cap compliance scenario.*
- Hitzges, Katelyn (4/13/22). *Mending the broken STEM pipeline through support networks: Helping Women to be future leaders in engineering.* Co-recipient of the 2022 Stephen J. Denig Memorial Award for the Dissertation that, 'Most Specifically Reflects the Vincentian Mission of Niagara University'. First co-authored dissertation at Niagara University with Janelle King.
- Huber, Tina (4/29/19). *What is the Vision of Catholic School Leaders in Elementary and Secondary Education in Western New York at the Present Time Considering the Changing Demographics?*
- Johnson, Callie (4/12/18). *A Western New York quantitative relational analysis regarding human service non-profit financial efficiencies and their reflective policies.*
- Khokhar, Attique (2/6/15). *Efficacy of a federal government policy to counteract Social adversity and economic disparity: An analysis of the community reinvestment act.*
- King, Janelle (4/13/22). *Mending the broken STEM pipeline through support networks: Helping Women to be future leaders in engineering.* Co-recipient of the 2022 Stephen J. Denig Memorial Award for the Dissertation that, 'Most Specifically Reflects the Vincentian Mission of Niagara University'. First co-authored dissertation at Niagara University with Katelyn Hitzges.

- Kloda, Roberta (4/22/15). *Applying andragogy techniques to improve safety training in various industrial settings: A mixed-methods study of policy implications for industrial leaders.*
- Kwakye, Clement (4/30/20). *The Persistence to Pursue A College Education Among Immigrants with Different Profiles Based on Ethnic Backgrounds: A Capability Theory Approach.*
- Lonneville, Jeremy (4/10/14). *Why some school districts outperform others: A mixed-methods study on poverty, student performance on the New York State school assessments, and school district funding across rural, suburban, and urban school districts.*
- Marwaha, Sushma (10/6/14). *Examining the skill set of culturally proficient school leadership from an international perspective: A mixed-methods approach using critical race theory and multidimensional analysis.*
- Mete, Rosina (3/13/18). *A provincial and federal examination of the impact of social support on psychological wellbeing among Canadian individuals with COPD authenticated by a provincial geographical analysis of COPD prevalence: Implications for policies.* Recipient of the 2018 Award as 'Outstanding Doctoral Student in Leadership and Policy'.
- Nugroho, Reverend Gregorius. (4/10/19). *Transforming the school leadership preparation program in Indonesia based on regional experiences and global experts' perspectives.*
- Oliphant, John (3/22/17). *Best practices for the planning, implementation, and follow-up of short-term medical missions: A Haitian Case Study.* Recipient of the 2017 Stephen J. Denig Memorial Award for the Dissertation that, 'Most Specifically Reflects the Vincentian Mission of Niagara University'.
- Pallaci, Felicia Anna (4/15/21). *The Experiences of contemporary female superintendents in New York State exclusive of New York City: A mixed methods study of educational leadership.*
- Rabey, Jeffrey (3/31/14). *The self-efficacy of New York State superintendents of schools and their self-reflective practices: A mixed-methods analysis.*
- Rafia-Tracey, Jannatul (12/22/21). *Delusional justification: A phenomenological study of managers' use of neutralization techniques, coping strategies, and moral disengagement mechanisms to justify and rationalize their mistreatment towards their subordinates.*

- Roberto, JoAnna (2/04/21). *Implementing six turnaround leadership strategies to promote change and enhance student achievement in focus schools (low socio-economic status /SES schools).*
- Short Carr, Molly (4/12/19). *US refugee resettlement policy: A study regarding the intersections of early self-sufficiency and integration.*
- Smith, Shaun (11/21/19). *A refraction key theory: The transference of genius to average youth; a grounded theory method study of one hundred selected historical youth geniuses.*
- Surace, Barbara (4/03/19). *Geographic information system methodology: Assessment of Western New York distribution of reproductive, maternal, neonatal, and child health outcomes: policy and leadership implications.*
- Veres, David (5/13/16). *A phenomenological understanding of the experience of academic administrators: Motivation, satisfaction, retention, and succession planning.* Recipient of the 2017 Award as 'Outstanding Doctoral Student in Leadership and Policy'. David also was the recipient of the International Society for Educational Planning (ISEP) 2017 Dissertation of the Year Award.
- Wong, Kathleen (12/6/13). *Actual verses desired parental engagement of^{ISEP} new immigrants and established or non-immigrant families: A mixed-methods case study of^{ISEP} the Ontario parent engagement policy from^{ISEP} the perspectives of students, parents, and teachers.* Recipient of the 2014 Stephen J. Denig Memorial Award for the Dissertation that, 'Most Specifically Reflects the Vincentian Mission of Niagara University'. Kathleen was the first person to complete her PhD in the program.
- Yomi-Odedeyi, Wonuola. (4/09/20). *Growth developmental opportunities and the lived experiences of racialised female stakeholders in Southern Ontario education leadership positions: A comparative case study approach.* Niagara University Chair: Dr. Walter S. Polka.

Also, I have directly supervised the following completed dissertations at

Addis Ababa University, Addis Ababa, Ethiopia:

- Abagibe, Abdu (12/13/13). *University industry partnership in Ethiopia*
- Admasu, Demewoz (12/12/13). *Autonomy and accountability in Ethiopian public institutions.*
- Mulugeta, Fekadu (12/12/13). *Institutional culture and job satisfaction of academic staff at Addis Ababa University.*

Selassie, Mehreteab (7/12/15). *The role of school principal leadership in teacher professional development: The case of secondary school principals in Addis Ababa.*

Soso, Digafe Darza (6/25/16). *The role of educational leadership in improving primary schools for student learning in Chencha Woreda, Southwest Ethiopia.*

2008 – 2012 **Associate Professor of Educational Administration**

Department of Professional Programs

College of Education, Niagara University, Niagara University, NY

Dr. Christine Augustiniak, Chair; Dr. Deborah Colley, Dean

I began this tenure - track Associate Professor position in the Spring 2008 semester. I have taught the following graduate courses: Edu 536 *Human Learning, Development and Motivation*, Edu 595 *Educational Research & Statistics*, Edu 599 *Technology & Data Analysis for School Improvement*, Edu 615 *Introduction to Educational Leadership* (Ontario), Edu 631 *Leadership and the School District Leader*, Edu 634 *School Business Administration*; Edu 635: *School Law*, Edu 637 *Personnel Administration & Employer-Employee Relations in Education*, Edu 649 *Capstone for the School Building Leader*, Edu 650 *Capstone for the School District Leader*. In addition, I have taught *Independent Study* courses to educational leadership students as needed by them to complete their respective program and New York State Certification requirements. My student-centered constructivist approaches to teaching and learning have been very appreciated by my educational leadership students as their qualitative evaluations of my teaching has consisted of mostly very positive responses and their quantitative scoring of my teaching and courses has always been in the 4.5 range out of best possible 5.

I was also intricately involved in the coordination of the final documents for the Niagara University Doctor of Philosophy Program in Leadership and Policy (submitted May, 2010). I initially served as a consultant for this program and made program revision recommendations that have been incorporated into the final documents. That consultancy and my 37-year adjunct professor experience at Niagara were factors that contributed to my consideration of applying for a full-time position. I was offered the Associate Professorship because of my history at Niagara, my research work in Georgia including doctoral program coordination and my administrative and teaching experiences. I accepted this unique opportunity to spearhead the implementation of the Ph.D. program and made the academic move back home to Western New York to work on this new academic challenge. The New York State Board of Regents approved the Niagara University Doctor of Philosophy Degree Program in Leadership and Policy in November, 2010. The first cohort of candidates commenced their studies for the Ph.D. in Fall 2011.

2003-2008 **Associate Professor of Educational Administration**

Educational Leadership Program Coordinator and Doctoral Program Coordinator.

Department of Leadership, Technology and Human Development

College of Education, Georgia Southern University, Statesboro, Georgia
Dr. Randal Carlson, Chair; Dr. Lucinda Chance, Dean.

I began this tenure track Associate Professor position in the Spring 2003 semester. I taught the following graduate courses: EDLD 7133 *School Law*; EDLD 7235 *School Business Administration*; EDLD 7236 *School Personnel Administration* (on-line course); EDLD 8135 *Educational Planning*; EDLD 8230 *The Curriculum Leader*; EDLD 8430 *School Finance* (on-line course); EDLD 8534 *The Superintendency*; EDLD 8830 *Directed Study*; EDLD 8839 *Directed Research*; EDLD 9234 *Doctoral Seminar*; EDLD 9999 "Dissertation." The student evaluations of my teaching were very positive, specifically highlighting my knowledge of the content, my enthusiasm for teaching and my instructional creativity. In addition, I served as a Doctoral Dissertation Chair for over two-dozen doctoral candidates as well as a dissertation committee member for several other students. I successfully chaired the following 25 dissertations and "hooded" the candidates during Commencement Programs:

Bachman, Rodney (1/29/08). *A case study of year-round education in two Georgia elementary schools.*

Barbra, Sheadric (3/28/07). *Georgia school principals' experiences with racial minority teacher recruitment and retention.*

Barbra, Zheadric (4/07/06). *Georgia school principals' perceptions of the impact of school facilities on student achievement.*

Bishop, Donna (11/14/06). *An exploration of common leadership behaviors exhibited by Georgia elementary principals from high performing, high poverty schools.*

Bush, Tujana (7/17/07). *The characteristics of effective mentoring programs for at risk students as perceived by selected Georgia principals.*

Clark, Linda (3/30/07). *Strategies and techniques used by exemplary Georgia middle school principals to influence the achievement of students with disabilities and to meet adequate yearly progress.*

Davis, Jesse (10/30/06). *Emotional intelligence as a predictor of career longevity among special education teachers in the Houston county, Georgia school system.*

Davis, Sheryl (3/29/07). *Career paths of successful female superintendents.*

Dunn, Deborah (4/08/08). *Educators' perceptions of the reasons for and strategies to correct the underrepresentation of African Americans in gifted education programs*

- Felton, Veronice (12/06/07). *A study of middle school administrators' perceptions of the provisions of services provided to students with special needs.*
- Freeman-Small, Cynthia (11/01/07). *Leadership behaviors to close the achievement gap in selected high schools in a suburban school district in the state of Georgia.*
- Griffin, Natasha (3/21/07). *The retention of teachers in the state of Georgia in the absence of a state-wide retention policy.*
- Larrimore, Elizabeth (2/28/07). *The use of capacity building strategies in non-profit speech and hearing centers: A national study.*
- Lee, Rachel (3/30/07). *How principals promote a culturally relevant learning environment to improve black student achievement in urban elementary schools.*
- Lockhart, Sharbrenia (10/31/07). *Impact of Georgia's leadership institute for school improvement (GLISI) training on the change leadership behaviors of selected principals.*
- Minter, Robert (9/14/06). *What Georgia middle school principals do to make a difference in student achievement.*
- Moffitt, Jason (10/25/07). *What works: principal leadership behaviors that positively impacts student achievement in elementary schools.*
- Phillips, Zachery (4/07/06). *Elementary principals and PTA parent representative perceptions about the effects of parental involvement on student achievement in Georgia title I schools.*
- Pope, Angela (3/30/07). *An assessment of the criteria used to evaluate the effectiveness of different types of alternative education programs in Georgia.*
- Riffel, Judith (11/01/07). *Effect of middle school principal leadership strategies on teachers' use of data in benchmark and non-benchmark schools.*
- Rowland, Amy (3/31/07). *A descriptive analysis of Georgia high school teachers' perceptions of academic dishonesty.*
- Sigman, James (3/29/07). *Georgia virtual school: Baseline data on revenue and expenditures.*
- Smith, Anthony (2/18/08). *Best practices of high school principals for improving student achievement in urban schools.*

Strickland, Carole (3/29/07). *What works in Georgia high schools with a small student enrollment to improve annual yearly progress.*

Stumpf, Don (10/29/07). *The administration of higher education extended campus location with a distance learning component: An analysis of best leadership practices at Columbia College.*

I also served as an Educational Specialist Degree Project advisor for a number of students and from 2004-2006 advised all Masters, L-5 Certification Add-on and Ed. Specialist students (c. 150) regarding their “programs of study. The strength of the program based on assessment data (Praxis II), as well as student attrition rates, and graduation rates, attest to my successful advisement approach.

During my five years at Georgia Southern University I also was comprehensively involved in Educational Leadership Program development, implementation and evaluation. The following specifically illustrate my commitment to excellence for The Educational Leadership Program, The Department of Educational Leadership, Technology and Human Development and The College of Education at Georgia Southern University:

- Selected by my colleagues to assume the role of Coordinator of the Doctoral Program in Educational Leadership in November, 2006.
- Selected by the Dean of the College of Education to represent Georgia Southern University at the National Network for Educational Renewal (NNER) First Annual Think Tank in Honolulu, Hawaii (11/29/06-12/2/06). The title of this NNER Think Tank was: Diversity & Equity “I”deas in Paradise: Issues, Implications, Impact & Implementation.
- Selected by my colleagues as program coordinator for the Master’s in Educational Leadership Program, L-5 Certification Add-on Program and the Educational Specialist Degree Program.
- Served as Chair of the Search for EDLD Associate/Assistant Professor positions for three different searches in 2004, 2005 and 2006 respectively.
- Volunteered to become involved with the Georgia Southern-Associated Marine Institute (A.M.I.) partnership in 2003 to provide “online” courses of study for both graduate students and undergraduates. I assumed the key leadership responsibilities in order to structure the entire six-course program of studies for well over 100 students whose institution (A.M.I.) provided a new revenue stream for G.S.U.
- Served on the College of Education’s NCATE /PSC Steering Committee for two years and authored both the Masters level and the Specialist level, *NCATE Program Report(s) For The Preparation Of Educational Leaders*. The submission of both of

these certification program reports required me to intensively and comprehensively orient the EDLD faculty to the contemporary NCATE process as well as to conduct and/or coordinate several meetings with them to review, revise and prepare both programs for submission. As a result of my experiences in this NCATE review process, I facilitated significant changes to our certification programs so that they became more congruent with the expectations of NCATE and the Georgia Professional Standards Commission.

- In addition, my service to Georgia Southern University included being an original member of the College of Education's Faculty Executive Committee that commenced activities in Spring 2004. This committee functioned as a facilitating organization for faculty governance and in the Fall of 2005 I volunteered to serve on the College of Education's Curriculum Committee for the term 2005-2008.

1990-2003

Superintendent of Schools

Lewiston-Porter Central School District, Youngstown, NY

Board of Education.

This school district chief executive position was directly accountable to the Board of Education for the total operation of the Lewiston-Porter School District. The School District served over 2,400 students on a K-12 campus setting. It included one high school, grades 9-12; one middle school, grades 6-8; two elementary schools, grades K-5; one administration building; and one former primary building which served as a staff development center and school board meeting center, with the balance of the building leased by various businesses.

The Board of Education consisted of seven members elected by the community for terms of three years. The administrative staff consisted of four central office administrators, four building principals, and two assistant principals. The total number of employees for the school district was 375. The yearly operating budget was approximately \$30 million, and the market value of the facilities and equipment was over \$85 million. A second successful capital project bond referendum for \$14.8 million was passed on May 16, 2000 by an overwhelming majority of votes. The campaign strategies of this project replicated those first successfully employed in the \$6.7 million capital project bond referendum of 1991. There were four different employee unions with contracts that were the negotiation and implementation responsibility of the Superintendent.

The academic excellence of the Lewiston-Porter instructional program was highly regarded with approximately 90% of the graduating class going on to post-secondary school experiences and approximately 25% being awarded scholarships. Over 150 students from the high school annually participated in 14 AP programs and wrote over 300 examinations, which enabled them to receive advanced college placement. During my tenure as superintendent, Lewiston-Porter High School was listed in Newsweek Magazine (4/3/03; 3/14/02; and 3/30/00) editions as "one of the best high schools in the U.S." because of student participation in the Advanced Placement program. Lewiston-Porter High School was also named by the New York State Education Department as a "Blue Ribbon High School of Excellence" in

1995. The interscholastic athletic program was comprehensive with approximately 500 students participating on a yearly basis. I also served on the Section VI Athletic Council as representative of the Niagara Frontier League Superintendents.

My initial contract as superintendent commenced on May 20, 1990, and my last contract (January 1, 2000 to June 30, 2003) was concluded on March 15, 2003 as I resigned for retirement purposes.

The district experienced a "Renaissance" since 1990 that has produced several significant opportunities for its students, staff, and the community. One of the most unique experiences was the designation of Lewiston-Porter as the major venue for the Men's Soccer Competitions of the World University Games in 1993. The school and the community cooperated to bring the games to the campus. In addition to the athletic, cultural, and economic benefits of these games, Lewiston-Porter realized over \$1.75 million worth of athletic complex renovation at no cost to the school district. Other highlights of the Lewiston-Porter Renaissance included:

- The International Sibling Program, whereby Lewiston-Porter developed comprehensive, long-term partnerships with eleven specific schools in nine different countries (Argentina, Australia, Belarus, Canada, France, Germany, Japan, Spain and Venezuela). The goals of the program are to cooperatively evaluate quality educational experiences, analyze diverse visions of the future, and intensively evaluate multicultural issues via faculty, student and community exchanges. In 1994, the American Jewish Committee of Western New York awarded the David G. Roth High School Human Relations Award to this program. I personally received the 1997 New York State Council for the Social Studies/SIRS Academic Freedom Award and the 1998 Western New York Friend of Foreign Language Award for developing and promoting this global understanding program.
- A major infusion of technology into K-12 classrooms and labs that facilitated more contemporary and innovative learning experiences for more students, more often. Internet services and distance learning opportunities expanded our students' access to worldwide contemporary information.
- The development of three Strategic Plans, using a shared decision-making approach, has enabled Lewiston-Porter to have plans of action, impact statements, timetables, involvement lists, and measurement factors, with a major emphasis on creating a more customized environment for all students.
- Lewiston-Porter was comprehensively involved in an Empire State Partnership (ESP) program. In 1997 the district received a planning grant of \$8,370 to begin this process. In 1998, Lewiston-Porter High School and the Castellani Art Museum of Niagara University received a Phase II Grant of \$85,000 that enabled tenth and eleventh grade art, social studies and English teachers to implement interdisciplinary programs such as the "Mock Trial of Abigail Williams", "Investigating the Holocaust", and "Writing on the Wall". In 1999, Phase III of the Grant, in the amount of \$83,200, made possible a further expansion of the interdisciplinary activities to include ninth grade and music. This partnership has been selected as one of the top four such collaborations in New York State, and was highlighted as a model program in a PBS documentary which

aired on WNET in New York City on September 22, 1999 and WNEQ in Buffalo on December 16, 1999. It was also featured in the Summer 2000 publication, "The Arts Connection" in Educational HORIZONS.

1986 – 1990 *Assistant Superintendent for Curriculum and Instruction*

Lewiston-Porter Central School District, Youngstown, NY

Acting Superintendents: Dr. Peter Kachris, Donald Yates; Dr. Gail Stephens, Superintendent.

This position was directly responsible to the Superintendent of Schools for the organization, coordination, supervision, evaluation, and interpretation of the total instructional program. The position required being a confidential employee of the Board of Education and involved assisting in personnel, negotiations, and other matters of a confidential nature. Other major responsibilities included: the direct supervision of the building principals, the planning and implementation of new programs, and the management of all staff development opportunities for Lewiston-Porter, as well as acting in place of the Chief School Officer during absences or when so assigned. In addition, the position coordinated the School Improvement Program at Lewiston-Porter designed to promote effective school concepts.

1973 – 1986 *Curriculum Coordinator K-12 - Social Studies and Science*

Williamsville Central School District, Williamsville, NY

Dr. Merle E. Welsh, Assistant Superintendent for Instruction.

Responsibilities of this district-wide administrative position included: social studies and science curriculum development, evaluation and improvement K-12. In addition to administering numerous curriculum projects and conducting extensive district-wide evaluation programs, the position was also responsible for creating and implementing staff development programs designed to promote professional growth. An integral aspect of this leadership position involved working directly with teachers and administrators to improve the total instructional program.

1968 - 1973 *Classroom Teacher*

Lewiston-Porter Senior High School, Youngstown, NY

Mr. Theodore Wodzinski, Principal.

Teaching responsibilities included: traditional social studies courses in European Cultures and American Studies, as well as the electives of Sociology, Advanced American Government, Consumer Education, and Canadian Studies. In 1972, I was requested by the administration to develop a new social studies curriculum and, subsequently, was reassigned from my teaching role to do so. The result of this curriculum development experience was a comprehensive elective program consisting of ten-week units for grades 10-12. It was entitled: "The Real World". This program served as a reference for social studies curriculum development in New York and its alternative Regents exam was a prototype of contemporary authentic assessment techniques.

Adjunct Professor - Graduate Level

- July 2009 - Loyola College Maryland, Columbia, MD.
2012 Peter R. Litchka, Ed.D., Director of Educational Leadership and Supervision.
Courses taught:
AD. 684 *Resource Management* (Summer 2012 & Summer 2010)
AD. 662 *Leadership, Supervision and Professional Development* (Summer 2011)
AD. 668 *The Law, the Courts, and the Public Schools* (Fall 2009 and Summer 2009)
- 1973-2007 Niagara University, Niagara University, NY.
Debra Colley, Ph.D., Dean, College of Education.
Courses taught since January 1973:
Edu. 505 *Measurements and Evaluation in Education*
Edu. 521 *Philosophy of Education*
Edu. 523 *Foundations of Education*
Edu. 531 *Classroom Management and Student Evaluation*
Edu. 595 *Research and Statistics*
Edu. 622 *Educational Programs*
Edu. 625 *Social Processes in School Management Part I*
Edu. 626 *Social Processes in School Management Part II*
Edu. 635 *School Law*
Edu. 641 *Seminar in School Curriculum*
Edu. 645 *Curriculum Planning*
Edu. 646 *The Individualization of Instruction*
Edu. 647 *Curriculum Theory*
- 1983 - 2004 State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, NY.
Betty Cappella, Ph.D., Chair & Professor of Educational Foundations Dept.
Peter Lohr, Ph.D., Chair & Professor of Administration & Supervision.
Courses taught since May 1983:
EDF. 202 *Child Development and Education*
EDF. 203 *School And Society*
EDF. 302 *Educational Psychology (for Elementary Teachers)*
EDF. 303 *Educational Psychology (for Secondary Teachers)*
EDF. 500 *Multicultural Education*
EDF. 503 *Education Psychology*
EDF. 594 *Schools, Values and Technology: The Canadian and Alaskan Experience*
(conducted in Vancouver, Canada and Alaska, 1986)
EDF. 594 *Schools, Values and Technology: The Tsukuba Experience*
(conducted in Japan, Hong Kong, China, and Honolulu, 1985)
EDF. 594 *Schools, Values and Technology: EPCOT Experience (Orlando, Fla. 1984)*
EDF. 594W *Schools for Century XXI (1983)*
EAD. 631 *Supervision of Teaching*
EDF. 641 *Social Foundations of Education*

EDF. 647 *Issues and Perspectives In Adult Learning*
 EAD. 670 *Principles of Curriculum Design (1998 Distance Learning)*

2001 State University of New York College at Brockport, 350 New Campus Dr., Brockport.
 Sandra Graczyk, Ed.D., Chair and Professor Education Administration.
 Course taught:
 EDA. 600 *Foundations of Educational Leadership (Parts I & II)*

1985-1987 State University of New York at Buffalo, Amherst, NY
 Dr. William Eller, Chair, Department of Learning and Instruction
 Courses taught:
 LAI. 424/699B *Methods of Teaching Social Studies*
 LAI. 522 *Seminar in the Teaching of Social Studies*

Adjunct Professor - Undergraduate Level

2002- 2003 Niagara County Community College, 3111 Saunders Settlement Rd, Sanborn, NY.
 Janet Michalek, Ed.D., Chair and Professor, Teacher Education Programs.
 Courses taught:
 Edu. 101 *Introduction to Careers in Teaching*
 Edu. 201 *Introduction to Elementary Education*
 Edu. 206 *Introduction to Contemporary Education*

1982-1987 Medaille College, 18 Agassiz Circle, Buffalo, NY
 Dr. Paul Parsons, Chair, Human Services Department.
 Courses taught:
 H.S. 130 *Human Relations*
 INT. 330 *Visions of the Future*
 H.S. 347 *Organizational Structure & Communication*
 H.S. 448 *Retirement*

1970 - 1993 Niagara University, Niagara University, NY
 Dr. Sam Pappalardo, Chair, Dept.of Education
 Dr. Richard Danilowicz, Chair, History Dept.
 Courses taught:
 Hist. 425 *Black American History I*
 Hist. 426 *Black American History II*
 Edu. 455 *Special Methods of Teaching Social Studies*
 Edu. 214 *Foundations of Education*

ADDITIONAL INFORMATION

Professional and Academic Achievements

Served as a 2020 External Reviewer for Faculty Promotion and Tenure at Nipissing University, Ontario, Canada. Previously served as a 2018 External Reviewer for Faculty Promotion and Tenure at Virginia Polytechnic Institute and State University and at North Dakota State University in 2017. Also, served as External Reviewer for Faculty Promotion and Tenure at University of Arkansas, 2012 and for Sabbatical Leave at Loyola University Maryland, 2009.

Received a *2017 President's Award* in appreciation for service to the Association of Teacher Educators (ATE) presented at the annual ATE Conference in Orlando, Florida on February 13, 2017.

Assistant to the Executive Director of the Association of Teacher Educators (ATE). Appointed by the ATE Board of Directors to the position of on February 11, 2016. This position is a voluntary consultancy to assist the ATE Executive Director, Board of Directors, and other ATE leaders in carrying out their duties and responsibilities.

Nominated for the office of Second Vice-President of the Association of Teacher Educators (ATE) from the floor at the 2015 Delegate Assembly of the Association of Teacher Educators at the Annual Conference in Phoenix, Arizona on February 14, 2015.

Nominated for the 2015 School Administrators Association of New York (SAANYS) Friend of Education Award.

Awarded a Sabbatical Leave for Spring 2016 Semester to conduct research on leadership, curriculum, and instructional issues throughout the United States.

Recommended for a 2014 *At Large Seat* on the New York State Board of Regents by the Western New York Legislative Delegation.

Received a *2014 President's Award* in appreciation for service to the Association of Teacher Educators (ATE) presented at the annual ATE Conference in St. Louis, Missouri on February 17, 2014.

Recipient of the *State University of New York at Buffalo, Graduate School of Education 2013 Distinguished Alumni Award* presented at the May 10, 2013 School of Education Commencement.

Awarded Life Membership in the New York State Parents and Teachers Association (NYS PTA) by the Niagara Region PTA in Spring 2013.

Recipient of the *Donald A. Munson 2012 Friend of Education Award* presented by the School Administrators' Association of New York (SAANYS) Western Region.

Appointed by the Association of Teacher Educators (ATE) Board of Directors in 2012 to serve on the Commission on Graduate Education.

Appointed by the ATE Board in 2010 to serve on the Commission on Teacher Self-Efficacy.

Recipient of *International Society for Educational Planners 2010 Honors Award Certificate* presented at the annual conference in Washington, D.C. on October 8, 2010.

Awarded a \$3000.00 *Summer Research Grant* in 2010 from the Niagara University Research Council to complete qualitative research related to “*Living on the Horns of Dilemmas: A Study of Superintendent Decision-making and Problem-solving*”

Awarded a \$500.00 *Grant from the Niagara University 2009 Fund for Improvement of Teaching* to support the costs associated with the quantitative study: “*Living on the Horns of Dilemmas: A Study of Superintendent Decision-making and Problem-solving*”

Selected to the Scientific Supervision Board by the Governing Body of Cyprus Educational Research Association, Cyprus, Turkey.

Served as a 2009 External Reviewer for Faculty of Education Promotions at Universiti Kebangsaan Malaysia (National University of Malaysia).

Served as a 2009 Doctoral Degree Consultant/Dissertation Reader at Alabama State University.

Developed the Niagara University 2009 Ph.D. Proposal and coordinated the visit of the External Program Review Team in May, 2009. Completed the response to the team’s recommendations and coordinated the final submission (May, 2010) to New York Board of Regents.

Recipient of \$500.00 *2008 Niagara University Diversity Grant* to develop a module for the inclusion of diversity concepts into university courses.

Served as a Doctoral Program Consultant to the Niagara University College of Education assisting in the review and final preparation of the Ph.D. in Leadership and Policy program for approval submission to New York State Education Department (Summer and Fall 2007).

Selected by the College of Education Dean to represent Georgia Southern University at The National Network for Educational Renewal (NNER) First Annual Think Tank in Honolulu, Hawaii (Fall Semester 2006).

Served as an External Review Consultant for the CUNY Lehman College, Bronx, N.Y. Certification Programs in Educational Leadership (Fall 2006).

Nominated by the Education Leadership Program faculty for the Georgia Southern University, *College of Education 2005 Jack Miller Award for Service.*

Recipient of *Hero Award* for the 2001-2002 academic year at Buffalo State College as a result of nomination by students with disabilities.

Nominated by the Lewiston-Porter Art Department for the *School Superintendent Award for Art Leadership* in Fall of 1999. This New York State Alliance for Arts Education Award is for commitment to the arts as fundamentally basic to education and for the creation of innovative and substantial partnerships with cultural resources.

Recipient of a *1998 Niagara Frontier League Cornerstone Award* for continuous advocacy and support of interscholastic athletics at Lewiston Porter, in the Niagara Frontier League, and at Section VI Athletic Council.

Recipient of the *1998 Western New York Friend of Foreign Language Award*. This Award is presented to individuals who advocate learning foreign languages and promote interactions with people of different cultures.

Recipient of the State University of New York at Buffalo Chapter of the Phi Delta Kappa *1997 President's Award for Leadership*.

Recipient of *1996-97 S.I.R.S. /New York State Council for the Social Studies Academic/Intellectual Freedom Award*, "For Efforts to Infuse Globalism and Diversity into the Lewiston-Porter Central Schools' Curriculum".

1996 Recipient of the Niagara University College of Education's *Distinguished Service Adjunct Award in Administration and Supervision*.

Selected as a participant in the "Harvard University Graduate School of Education Superintendents' Seminar" in 1992, 1995 and 1998.

Participant in 1993 International Symposium to Russia co-sponsored by the Russian Government.

Participant in "School Law Institute" at Harvard Graduate School of Education Summer, 1991.

Participant in "Institute on New Modes of Assessment at Harvard Institute Graduate School of Education" Summer 1990.

1989 Recipient of a *Lincoln and Therese Filene Foundation Fellowship* at Harvard University Graduate School of Education for Writing, Reading, and Civic Education Institute Summer 1989.

Education Consultant to Merrill Publishing Company for the high school global studies textbook: *Global insights*, published in 1987.

Curriculum Advisor to the Hudson Institute's *Visions of the Future Program* 1981-1985.

Recipient of 1970 *New York State Scholarship* to participate in the Canisius College Summer Institute on African-American History.

Recipient of *Niagara University Graduate School Scholarship in the Soviet and Eastern European Institute 1968-1970*.

Presented clinics, workshops, and speeches at various State, Regional, National, and International Conferences of numerous professional organizations including: American Association of School Administrators, American Educational Research Association, Association of Teacher Educators, Association for Supervision and Curriculum Development, International Conference on Technology and Education, International Society for Educational Planning, National Council for the Social Studies, National Council of Professors of Educational Administration, National School Boards Association, National Staff Development Council and other educational associations and agencies. The topics of those presentations included: administration, curriculum improvement and implementation, diversity issues, school law evolution and staff development recommendations. Presentations have been given in 45 states of the United States and in 30 countries worldwide.

Completed Doctoral dissertation at SUNY at Buffalo in 1977, under the guidance of Professors R. Harnack, C. Toepfer, and R. Salzer. The title of the dissertation is *Curriculum planning for the individualization of instruction*. This quantitative research study consisted of a nationwide survey of 462 teachers in 120 schools identified by educational authorities as schools with outstanding individualized instruction programs and teaching. The emphasis of the study was to determine the curriculum planning needs of teachers and the problems associated with individualizing instruction. The methodology of the study results of the dissertation have been replicated by me and other researchers for the past four decades and the results of the dissertation have served as a basis for additional research on differentiating instruction and change administration to the present time.

Acknowledgements

The International Poetry Hall of Fame (1998) (<http://www.poets.com>)

Who's Who Registry of Business Leaders World Wide (1994-95 Edition)

Who's Who In American Education, Marquis Publications (1994/95 & 1996/97)

Who's Who In American Education, The National Reference Institute Publication

(1989/90 and 1992/93)

Who's Who Bibliographical Record - School District Administrators, 1st Edition Marquis Publications (1976).

Professional Memberships

American Educational Research Association (AERA) service as Secretary/Treasurer on "Research on the Superintendency SIG" 2006-2008.

Association of Teacher Educators (ATE.) service: Appointed in 2016 as *Assistant to the Executive Director of the Association of Teacher Educators (ATE)*; National Commission on

Graduate Education 2013-2016; National Commission on Teacher Self-efficacy 2010-2013; Chair, Public Relations and Communications Standing Committee 2013-2016; and Co-Chair of the ATE Conference in Washington, D.C., August, 2013 as well as member of the ATE 2011, 2009, 2008, & 2006 Conference Planning Committees.

International Society for Educational Planning (ISEP) service: 2012-2015 Nominating Committee; 2011-2013 Outstanding Dissertation Committee member; Board of Directors member 2005-2011 and 2015-2018; Conference Co-Chair: 2018 (Charleston, S.C.); 2017 (Toronto, Canada) and 2015 (Baltimore, MD); and Conference Chair: 2013 (Niagara Falls, NY); 2009 (Savannah, GA); 2006 (Pittsburgh, PA); 1997 (Philadelphia, PA); 1993 (Niagara Falls, NY). In addition, served as ISEP Treasurer, 1997-2003 and President, 1995-97.

National Council of Professors of Educational Administration (NCPEA).

New York State Council of School Superintendents (NYSCOSS).

Phi Alpha Theta - Niagara University Chapter (Nat'l. Honor Society in History).

Phi Delta Kappa - SUNY at Buffalo Chapter (President 2008-13).

Pi Lambda Theta - Alpha Nu Chapter (Int'l. Education Honor Society).

Southern Regional Council on Educational Administration (SRCEA).

Professional Publications

Books

Polka, W. (Ed.), McKenna, J. & VanHusen, M. (Asst. Eds.). (2023, Contracted for Manuscript). *Dealing with change fatigue: Promoting social-emotional well being among teachers, students, and families*. Lanham, Maryland: Rowman & Littlefield Education Publications.

Polka, W. (Ed.), McKenna, J. & VanHusen, M. (Asst. Eds.). (2023 In Press). *Coping with crises: Approaches from school leaders who did it!* Lanham, Maryland: Rowman & Littlefield Education Publications.

Polka, W. (Ed.), McKenna, J. & VanHusen, M. (Asst. Eds.). (2023). *Managing Yourself and Others During Crises: Key Leadership Visions, Approaches, and Dispositions to Survive and Thrive*. Lanham, Maryland: Rowman & Littlefield Education Publications.

- Polka, W. (Ed.), Adalakun, O., & DeSimone, K. (Asst. Eds.). (2020). *Fatal attractions in the digital age: The impact of dire "high-tech" and "high-touch" indiscretions in our global village*. Ronkonkoma, NY: Linus Learning Pub.
- Polka, W. (Ed.) & Mete, R (Asst. Ed.). (2018). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Pub.
- Polka, W., & McKenna, J., (Eds.). (2016). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications.
- Litchka, P., **Polka, W.**, & Calzi, F. (2014). *Living on the horns of dilemmas: Superintendents, politics, and decision-making*. New York: Rowman & Littlefield Publications and American Association of School Administrators.
- Polka, W., & Litchka, P. (2008). *The dark side of educational leadership: Superintendents and the professional victim syndrome*. New York: Rowman & Littlefield Publications.

Book Chapters

- Polka, W. & VanHusen, M. (2023). Managing Yourself During Crises: Surviving and Thriving in the Education's Ever-Evolving Open Social System of People, Things, and Ideas. In W. Polka, J. McKenna, & M. VanHusen (Eds.) *Managing Yourself and Others During Crises: Key Leadership Visions, Approaches, and Dispositions to Survive and Thrive*. Lanham, Maryland: Rowman & Littlefield Education Publications.
- Polka, W. (2023). Managing Others in Crisis: Addressing the Personal, Professional, and Organizational Coping Needs of Educators. In W. Polka, J. McKenna, & M. VanHusen (Eds.) *Managing Yourself and Others During Crises: Key Leadership Visions, Approaches, and Dispositions to Survive and Thrive*. Lanham, Maryland: Rowman & Littlefield Education Publications.
- McKenna, J., Polka, W., & VanHusen, M. (2023). The New Future Is Up to Us: Perspectives of Managing Yourself and Others Based on Crisis Experiences. In W. Polka, J. McKenna, & M. VanHusen (Eds.) *Managing Yourself and Others During Crises: Key Leadership Visions, Approaches, and Dispositions to Survive and Thrive*. Lanham, Maryland: Rowman & Littlefield Education Publications.
- McKenna, J. & Polka, W. (2023 In Press). Constructing a Comprehensive Crisis:

Management Framework. In W. Polka, J. McKenna, & M. VanHusen (Eds.). *Coping with Educational Crises: Approaches from School Leaders Who Did It!* Lanham, Maryland: Rowman & Littlefield Education Publications.

VanHusen, M. & Polka, W. (2023 In Press). Instructional Leadership: The Spark to Lead Change. In W. Polka, J. McKenna, & M. VanHusen (Eds.). *Coping with Educational Crises: Approaches from School Leaders Who Did It!* Lanham, Maryland: Rowman & Littlefield Education Publications.

McKenna, J., Polka, W., & VanHusen, M. (2023 In Press). The Next Era is Up to Us: Seizing Opportunities and Creating a New Future. In W. Polka, J. McKenna, & M. VanHusen (Eds.). *Coping with Educational Crises: Approaches from School Leaders Who Did It* Lanham, Maryland: Rowman & Littlefield Education Publications.

Polka, W., VanHusen, M., & Carlson, J. (2021). Incorporating key “high-touch” needs into eSports: The effective game zone. In S. Andrews & C. Crawford (Eds.). *Handbook of Research on Pathways and Opportunities into the Business of Esports*. IGI Global Publications, (270 - 302).

Polka, W., Rossi, R., Huber, T. & Oliverio, M. (2021). Promoting social learning in higher education: A case study of PhD E-portfolios. In C. Crawford & M. Simons (Eds.). *eLearning Engagement in a Transformative Social Learning Environment*. IGI Global Publications, (22 - 43).

Polka, W. & Rudolph, A. (2021). Efficacy and Agency. In F. Fulton, J. Yoshioka, & N. Gallavan (Eds.). *Online teaching and learning for teacher educators*. New York: Rowman & Littlefield Publications. (111 – 122).

Polka, W., DeSimone, K., & Adalakun, O. (2020). You’re Not in ‘Flip Phone Kansas’ Anymore, Get Used to It: How to Remain Appropriately Grounded in the Digital World. In W. Polka, Adalakun, O., & DeSimone, K. (Eds.). *Fatal attractions in the digital age: The impact of dire "high-tech" and "high-touch" indiscretions in our global village*. Ronkonkoma, NY: Linus Learning Publications, (95-109).

Campbell, W. & Polka, W. (2020). The Persistence of Both Sinful and Virtuous Attractions in Our Digital Global Village. In W. Polka, Adalakun, O., & DeSimone, K. (Eds.). *Fatal attractions in the digital age: The impact of dire "high-tech" and "high-touch" indiscretions in our global village*. Ronkonkoma, NY: Linus Learning Publications, (1-15).

Polka, W. (2020). Preface - Fatal Attractions in the Digital Age: The Impact of Dire “High-

Tech” and “High-Touch” Indiscretions in Our Global Village. *Fatal attractions in the digital age: The impact of dire "high-tech" and "high-touch" indiscretions in our global village*. Ronkonkoma, NY: Linus Learning Publications, (vi-vii).

Polka, W. (2019). Foreword to Leading Schools with Unique Populations. In P Litchka (Ed.). *Leading Schools with Unique Populations: An International Perspective on School Leadership*. New York: Rowman & Littlefield Publications. (p. ix – xiv).

Buzzard, R., Collins, R., & Polka, W. (2018). From laurel crowns to criminal charges: The wrath and rage of athletes is difficult to control. In W. Polka and R. Mete (Eds.). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Publications, (47-56).

Dortch-Lanier, J. & Polka, W. (2018). Elliot Spitzer and Anthony Weiner: Meteoric political rise to rapid fall from grace. In W. Polka and R. Mete (Eds.). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Publications, (67-76).

Polka, W. (2018). Preface: How and why this leadership research commenced and so what? In W. Polka and R. Mete (Eds.). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Publications, (xvi-xxiv).

Polka, W., & Mete, R. (2018). The perpetual personal yin and yang of leadership: Seven deadly sins and seven enhancing virtues. In W. Polka and R. Mete (Eds.). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Publications, (1- 15).

Polka, W., Mete, R., & Chapman-Allison, M., (2018). Controlling your perpetual personal yin and yang dispositions: How contemporary leaders can keep themselves on the virtuous leadership side. In W. Polka and R. Mete (Eds.). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning Publications, (95-108).

Polka, W., Fernandes, A., Smith, E., & Flynn, K. (2017). Challenge: Efficacious teachers view obstacles as opportunities. In F. Bowles and C. Pearman (Eds.). *Self-efficacy in action" Tales from the classroom for teaching, learning, and professional development*. Lanham, Maryland: Rowman & Littlefield Education Publications, (57-68).

- McKenna, J. & **Polka, W.** (2016). Using an industrial-age paradigm for education is not smart, especially in the digital age. In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications, (21-33).
- McKenna, J. & **Polka, W.** (2016). Thoughts on what to do next at the local level. In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications, (113-123)
- McKenna, J. & **Polka, W.** (2016). Why not create a brighter future for all of our students by legislative changes to the educational current reforms? What if we just do it! In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications, (161-178).
- Polka, W., & McKenna, J. (2016). Preface - confronting oppressive assessments: How parents, educators, and policymakers are rethinking current educational reforms. In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications. (p. xiii-xviii).
- Polka, W., & McKenna, J. (2016). What are we really doing to our children? Rethinking federal and state education reform policies. In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications, (1-20).
- Polka, W., & McKenna, J. (2016). Political perspectives regarding changing the current educational reform agenda: The winds of change are blowing stronger. In W. Polka & McKenna (Eds.). *Confronting oppressive assessments: How parents, educators and policy-makers are rethinking current educational reforms*. Lanham, Maryland: Rowman & Littlefield Education Publications, (147-159).
- Sheeran, T., Rinaldo, V., **Polka, W.**, Smith, R., (2015). Dispositional discipline: The challenge to institutional prerogative. In S. Bon & J. Sun (Eds.). *Law and educational inequality: Removing barriers to educational opportunities*. Charlotte, NC: Information Age Publishing, (159-171).
- Polka, W. (2014). The American school as an open-social system: A continuously evolving institution due to the interactions of six key heterogeneous sub-systems. In N. Pang and J. Huang (Eds.). *East-West perspectives on educational leadership and policy*. Niagara Falls, NY: Untested Ideas Research Center, (133-152).

- Polka, W. & VanHusen, M. (2014). Applying teacher reflection strategies to promote greater differentiation of instruction: A practical research model and procedural guide. In E. E. Pultorak (Ed.). *Reflectivity and cultivating student learning: Critical elements for enhancing a global community of learners and educators*. Lanham, Maryland: Rowman & Littlefield Education Publications, (111-135).
- Polka, W., Litchka, P. & Calzi, F. (2013). American school superintendents living on the horns of dilemmas: A review and analysis of contemporary decision-making approaches and leadership issues. In S. Eacott, & R. Niesche (Eds.). *Empirical leadership research: Letting the data speak for themselves*. Niagara Falls, NY: Untested Ideas Research Center, (63-96).
- Polka, W. & Kardash, J. (2013). Managing in the effective change zone to implement a "1 to 1 laptop" program in a rural school district: A case study of the Colton-Pierrepoint experience. In B. Ran (Ed.). *The dark side of technological innovation*. Charlotte, NC: Information Age Publishing, (323-346).
- Heaggans, R. & **Polka, W.** (2012). The diversity merry-go-round: Planning and working in concert to establish a culture of acceptance and respect in the university. Reprinted in N. Gallavan (Ed.). *Multicultural education, 16th edition*, (121-129). New York, NY: McGraw-Hill. Original article published in *Educational Planning*; 18(2).
- Polka, W., Denig, S., Litchka, P., Calzi, C., & Mete, R. (2011). Living on the horns of dilemmas: A study of superintendent decision-making and problem-solving. In B. Alford, et al. (Eds.) *Blazing new trails: Preparing leaders for improving access and equity in today's schools*. The 2011 Yearbook of the National Council of Professors of Educational Administration, (93-108). Lancaster, PA: DEStech Publications.
- Denig, S., **Polka, W.**, Litchka, P., Calzi, F. & Brigano, M. (2011). Problem solving and decision making. In Dipaola, M., & Forsyth, P. (Eds.). *Leading research in educational administration*, (147-159). Charlotte, NC: Information Age Publishing.
- Polka, W. (2010). Facilitating instructional differentiation via teacher reflections about desired constructivist practices and current realities: A pragmatic research model. In E. Pultorak (Ed.), *The purposes, practices, and professionalism of teacher reflectivity: Insights for 21st century teachers and students*, (163-188). New York: Rowman & Littlefield Publications.
- Polka, W. (2010). Zur Entwicklung von konstruktivistisch orientiertem Führungshandeln ("The art and science of becoming a constructivist leader" - Translated into German). In P. Westermann, & D. Berntzen (Hrsg.), *Kooperation in schule und unterricht: Implementationsansätze und perspektiven*. Münster, Deutschland: ZfL-Verlag, (137-145). <http://dnb.ddb.de>

- Polka, W. (2009). Leadership in the effective change zone: A case study of the high-touch needs of educators implementing the Georgia performance standards. In C. Achilles, et. al. (Eds.), *Remembering our mission: Making education and schools better for students*, (187-199). The 2009 Yearbook of the National Council of Professors of Educational Administration. Lancaster, PA: *DEStech* Publications.
- Polka, W. & Litchka, P. (2007). Strategies for surviving the professional victim syndrome: Perspectives from superintendents on navigating the political waves of contemporary leadership. In L. LeMasters, & R. Papa (Eds.), *At the tipping point: Navigating the course for the preparation of educational administrators*, (255-265). The 2007 Yearbook of the National Council of Professors of Educational Administration. Lancaster, PA: Pro>Active Publications.
- Mattai, P., Perry, R., & **Polka, W.** (1999). Can technology deliver on its promise of being the great equalizer? Some reflections of disadvantaged students in technology. In N. Quisenberry & D. McIntyre (Eds.), *Educators Healing Racism*, (127-137). Reston, Va.: Association of Teacher Educators and Childhood Education International.

Refereed Journals:

- Adelakun, O., & Polka, W. (2021). The impact of COVID -19 in Nigeria: Strategic planning to mitigate its effects on very young children. *Educational Planning*. 28(3), 63-74.
- Polka, W. (2021). Knowing and practicing fidelity to education laws in American schools: A contemporary critical issue for teachers. *Critical Issues in Teacher Education*. 28(1), 46-58.
- Pearman, C., Bowles, F., & Polka, W. (2021). Teacher educator perceptions of characteristics of self-efficacy. *Critical Questions in Education*, 12(1), 80-96.
- Polka, W. (2020). A successful leadership career that became even more rewarding the last 30 years with ISEP. *Educational Planning*. 27(3), 67 -72.
- Eller, A. L., Polka, W. S. & Mete, R. E. (2019). Small-Town and Rural Idaho Elementary Teachers' Desired Versus Current Use of Differentiated Instructional Practices. *Educational Research: Theory and Practice*, 30(2), 61-74.
- Eller, A., Polka, W. & Young, W. (2019). Planning for increased differentiation via focused teacher reflections about desired constructivist practices and current realities. *Educational Research: Theory and Practice*, 30(1), 7-18.

- Polka, W., Wolfgang, J., & Mete, R. (2017). Serendipitous Educational Planning: Expediently Applying Effective Change Zone (ECZ) Mindest Concepts. *Educational Planning*. 24(3), 25-44.
- Peace, T., Polka, W., Mete, R. (2017). Assessing and promoting student-centered teaching and learning practices using a quantitative educational planning tool: Results of 2016 Indiana case study. *Educational Planning*. 24(2), 21-37.
- Mete, R., Riegel, C., Kozen, A., & Polka, W. (2017). What every contemporary teacher educator needs to know about technology...But, didn't know who to ask. *Critical Issues in Teacher Education*. 24(1), 65-79.
- Polka, W., Litchka, P., Mete, R. & Ayaga, A. (2016). Catholic school principals' decision-making and problem-solving practices during times of change and uncertainty: A North American analysis. *Journal of Catholic Education*. 20(1), 218-243.
- Polka, W., VanHusen, M., Young, W., & Minervino, K. (2016). Facilitating greater instructional differentiation via research-based teacher reflections and site-based procedural guidelines. *Educational Research: Theory & Practice*, 28(1), 37 – 52.
- Karorsa, D. & **Polka, W.**, (2016). The equity-quality dilemma of higher education expansion: A goal-oriented planning approach for maintaining high quality standards in Ethiopia. *Educational Planning*. 22(3). 19-35.
- Polka, W., Wolfgang, J., Mete, R., Ayaga, A., & Khokhar, A., (2014). Planning to effectively motivate digital-age learners by addressing their “high-tech” interests and their “high-touch” needs. *Educational Planning*. 21(4). 51-68.
- Polka, W., Litchka, P., Calzi, F., Dening, S., & Mete, R. (2014). Perspectives about living on the horns of dilemmas: An analysis of gender factors related to superintendent decision-making and problem-solving. *International Journal of Education Policy and Leadership*. 9(1). 1-16.
- Lewis, M. & **Polka, W.** (2014). Planning to change student behaviors in a small city school district: A Case Study of Managing in the Effective Change Zone. *Educational Planning*. 21(2). 4-18.
- Polka, W., Litchka, P., & Calzi, F. (2013). The decision-making approaches and leadership dilemmas of contemporary American school superintendents. *Leadership & Policy Quarterly*. 2(3), 157-178.

- Griesmer, J., Lonneville, J., Scully, E., Haseley, D., & **Polka, W.** (2013). Applying the effective change zone paradigm to develop recommendations for improved student achievement in mathematics: A case study by prospective school leaders. *Journal for the Practical Application of Constructivist Theory in Education*, 7(1), 1-21.
- Polka, W., Latorre, J., & Rossi, R. (2013). The digital professional Ph.D. portfolio: A case study of the Niagara University experience. *International Journal of Education and Culture*, 2(2), 136-146.
- Polka, W. & Litchka, P. (2013). COMPASS: A leadership survival guide for school superintendents. *Southern Journal of Educational Administration*, 1(2), 29-42.
- Sheeran, T.J., Rinaldo, V., Blokhuis, Smith, R. M., J., **Polka, W.**, Valentin, S. (2013). Dispositional discipline in teacher preparation programs: Problems, pitfalls and practices, *Leadership and Policy Quarterly*, 2(1), 32-41.
- Polka, W. (2012). Rethinking federal and state educational policies associated with the current standards movement: A collection of selected references to stimulate reflections and dialogues. *Critical Issues in Teacher Education*, 19(1), 98-111.
- Polka, W. & Litchka, P. (2010). Managing yourself and others for personal and organizational satisfaction and productivity: Critical components in contemporary leadership programs. *Educational Leadership Review*, 11(2), 100-110.
- Polka, W. (2010). The art and science of constructivist supervision: Transforming schools by applying needs-based research. *Journal for the Practical Application of Constructivist Theory in Education*, 5(1), 1-28.
- Litchka, P., Fenzel, M., & **Polka, W.** (2009). The stress process among school superintendents. *International Journal of Educational Leadership Preparation*, 4(4), <http://ijelp.expressacademic.org>.
- Heaggans, R. & **Polka, W.** (2009). The diversity merry-go-round: Planning and working in concert to establish a culture of acceptance and respect in the university. *Educational Planning*, 18(2), 22-34.
- Polka, W., Litchka, P., & Davis, S. (2008). Female superintendents and the professional victim syndrome: Preparing current and aspiring superintendents to cope and succeed. *Journal of Women in Educational Administration*, 6(4), 293-311.
- Polka, W. (2007). Managing people, things and ideas in the 'effective change zone': A high-touch approach to educational leadership at the dawn of the twenty-first century. *Educational Planning*, 16(1), 12-17.

- Reavis, C. & **Polka, W.** (2006). A tale of two districts: Planning for the professional development of school leaders to improve student achievement. *Educational Planning*, 15(2), 13- 24.
- Polka, W. (2002). Designing and implementing personal course portfolios: practical strategy to initiate, develop and personalize effective classroom interactions and implement constructivist principles. *Educational Planning*, 14(1), 13-20.
- Polka, W. (2002). Facilitating the transition from teacher centered to student-centered instruction at the university level via constructivist principles and customized learning plans. *Educational Planning*, 13(3), 55-61.
- Polka W., Mattai, P., & Perry, R. (2001). Balancing the high-tech needs of educators with their high-touch personal and professional needs for effective implementation of technology. *Educational Planning*, 12(2), 59-67.
- Polka, W. & Guy, A. (2001). Developing a systematic approach to educational planning for the new millennium: An analysis of the North American school as a complex of heterogeneous systems, *Educational Planning*, 12(1), 27-33.
- Polka, W., Mattai, P., & Perry, R. (2000). High tech, high touch: Balancing the district's technology needs with the reality of human fears and frustrations of your professional staff. *The School Administrator*, 57(4), 32-36.
- Olsen, S., Panetski, S., & **Polka, W.** (2000). An arts connection with a focus on improving learning standards. *educational HORIZONS*, 78(4), 194-204.
- Polka, W. (1999). Managing the dynamic forces that will influence the curriculum in the new millennium. *Educational Planning*, 11(4), 31-38.
- Polka, W. (1997). High-tech + high-touch = twenty-first century educational Success. *educational HORIZONS*, 75(2), 64-65.
- Polka, W. & Pucher, R. (1994). From: Russia with love; To: The world with hope. In J. J. Hermann & J. R. Hermann (Eds.). *People and education*, 2(3), 262-283.
- Polka, W. (1993). Networking and community cooperation - a successful approach to changing perspectives and winning votes. In J.J. Hermann & J.R. Hermann (Eds.) *People and education*, 1(4), 355-362.

Selected Book Reviews, Conference Papers, Featured Articles, Program Reports, and Original Compositions:

- Polka, W. (2018) Leadership *Yang* COMPASS Applications. A poem in Chapter 10 of Polka, W & Mete, T. (2017). *Very good to despicable: The impact of the seven deadly sins on contemporary leaders*. Ronkonkoma, NY: Linus Learning. (p. 104-105).
- Polka, W. (2016). Book Foreword. In R. Litchka *Exemplary leadership practices: Learning from the past to enhance future school leadership*. Lanham, Maryland: Rowman & Littlefield Education Publications. (p. ix-x). Denver, Colorado.
- Polka, W., (ed.). (2009). *The Ph.D. program in leadership and policy: Self-study and program proposal*. Document submitted to New York State Education Department.
- Polka, W. (2009). US educators refuse leaving any child behind...but. *International Society of Educational Planning Newsletter*; 3(3), 3-4. www.isep.info.
- Polka, W. (2007). Our quest. *News from the NNER: A Publication of the National Network for Educational Renewal*; 4(1), 7. <http://www.nnerpartnerships.org/>
- Polka, W. (2005). *Program report for the preparation of educational leaders: School district leadership level-specialist in educational administration*. A report submitted as partial fulfillment of the requirements for National Council For Accreditation of Teacher Education (NCATE) on behalf of the Georgia Southern University College of Education. Statesboro, Georgia, November 15, 2005.
- Polka, W. (2005). *Program report for the preparation of educational leaders: School building leadership level-masters in educational administration*. A report submitted as partial fulfillment of the requirements for National Council For Accreditation of Teacher Education (NCATE) on behalf of the Georgia Southern University College of Education. Statesboro, Georgia, August, 2005.
- Polka, W. (1999). Designing and implementing course portfolios: A practical strategy to initiate, develop and personalize effective classroom instruction. *The twenty-fourth international conference on improving learning and teaching* (429-435). Brisbane, Australia: Griffith University.
- Polka, W. (1998). Managing the dynamic forces that influence the curriculum: A historical review and a future vision. *A world-wide network of learning: Opportunities, challenges and contrasts* (116-118). Grand Prairie, Texas: The International Conference on Technology and Education, Inc.

- Polka, W. (1998). Re-schooling societies for the new millennium: Appropriately interfacing computers (high-tech) and humans (high-touch). *A world-wide network of learning: Opportunities, challenges and contrasts* (376-378). Grand Prairie, Texas: The International Conference on Technology and Education, Inc.
- Polka, W. & Mattai, P. (1998). Releasing students from their cocoon: Preparing students for living in a diverse world. *A world-wide network of learning: Opportunities, challenges and contrasts* (pp. 119-121). Grand Prairie, Texas: The International Conference on Technology & Education, Inc.
- Polka, W. & McCunn, G. (1998). Customizing instruction at the university level: Not just what it is, but how to do it. *The twenty-third international conference on improving university learning and teaching* (93-94). Dublin, Ireland: Dublin City University.
- Mattai, P., & Polka, W. (1997). Addressing the issues of cultural lag and students from within the margins of society. *Changing practices and technologies: Decisions now for the future* (122-124). Arlington, Texas: The International Conference on Technology and Education, Inc.
- Polka, W. (1997). Dynamic forces on the curriculum, changing practices and technologies. *Decisions now for the future*. (41-42). Grand Prairie, Texas: The International Conference on Technology and Education, Inc.
- Polka, W. (1996). Lewiston-Porter's international sibling program: A paradigm for experientially learning about diversity and globalism. *NYSCSS Newsletter*.
- Polka, W. (1994). Balancing high-tech needs and high-touch needs for the effective implementation of technology. *The eleventh international conference on technology and education* (250-252). Austin, Texas: The University of Texas, College of Education Press.
- Polka, W. (1993). The international sibling program. In *Exchange: Report of the Japan and United States high school exchange program*. Nagawamachi/Aomoriken, Japan: Nakui Agri School Publications.
- Polka, W. (1993). Managing technological change: Coping strategies. *The tenth international conference on technology and education*; (411-413). Austin, Texas: The University of Texas, College of Education Press.
- Polka, W. (1993). The use of technology in contemporary education. *The tenth International conference on technology and education*; (414-416). Austin, Texas: The University of Texas, College of Education Press.

- Polka, W. (1992). Adventures in buying: Understanding purchasing. *School and college: The business of education*. Cleveland, Ohio: Penton Publishing, Inc., 8-13.
- Polka, W. & Schoessel, C. (1992). Administrators are stressed out. In M.E. Skelly (Ed.), *School and college: The business of education*; 31(2), 13-15.
- Polka, W. (1990-2003). The superintendent's perspective. A weekly school-related information column in *The Sentinel*, a local Western New York newspaper with a distribution of approximately 15,500.

Other Publications and Unpublished Manuscripts

- Polka, W. (1998). You never know. A selection in the Dr. Walter Polka Poet Exhibit. *The International Poetry Hall of Fame Museum*;
<http://www.poetry.com/poets/DrWalterSPolka.html>
- Polka, W. (1998). Dabbling on the edge of innocence. A poem published in *Ten Years of Excellence*. Sistersville, WV: Sparrowgrass Poetry Forum.
- Polka, W. (1998). Us as a We: Reflections of relationship maturity. A poem in *The Glistening Stars*. Owings Mills, MD: The National Library of Poetry.
- Polka, W. (1998). Visions of Halley's comet. A poem in *Best Poems of 1998*. Owings Mills, MD: The National Library of Poetry.
- Polka, W. (1997). The nexus of realism and existentialism: A rainy day in rural China. A poem in *Treasured Poems of America*. Sistersville, WV: Sparrowgrass Poetry Forum.
- Polka, W. (1997). The beauty in change. A poem in *The Other Side of Midnight*. Owings Mills, MD: The National Library of Poetry.
- Polka, W. (1996). The reality of fantasies. A poem in *Treasured Poems of America*. Sistersville, WV: Sparrowgrass Poetry Forum.
- Polka, W. (1996). Our quest for understanding. A poem in *Treasured Poems of America*. Sistersville, WV: Sparrowgrass Poetry Forum.
- Polka, W. (1977). *Curriculum planning for the individualization of instruction*. Unpublished Doctoral Dissertation, Faculty of Educational Studies, State University of New York at Buffalo.

Polka, W. (1971). *A survey of the feasibility of offering an elective course in local history at Lewiston-Porter High School*. Unpublished Master of Science Thesis, Niagara University.

Polka, W. (1970). *An investigation of the activities of Francis Fronczak vis-à-vis Poland from the Nazi invasion to the sovietization*. Unpublished Master of Arts Thesis, Niagara University.

Professional Works In Progress

Polka, W., McKenna, J. & VanHusen, M. (Eds). (Contract issued in 2022). *Dealing with Change Fatigue: Promoting Social-Emotional Well Being Among Teachers, Students, and Families*. This book gives specific “Voice” to the personal, professional, and organizational trials and tribulations of educational leaders and their professional teams as they focused on providing for the social and emotional needs of teachers, students, and parents in various school settings PreK to Higher Education.

Polka, W. & Peace, T. (Eds). *Differentiation of instruction in contemporary America: Not just what it is and how it's done...but, how to do more of it at various levels of the instructional spectrum and in diverse settings!* This book is a result of a national research team study conducted in over a dozen states during a ten-years period.

Polka, W. *School Law for American Educational Leaders: A Pragmatic Approach to Applying Legal Principles, Concepts, and Practices in Twenty-first Century Schools*. This text/reference book is intended as a useful guide to contemporary educators. There is a need for such a book as discussed in my school law classes in New York, Maryland, and Georgia and at conferences and workshops throughout the U.S.

Polka, W., & Marwaha, S. *A survey to determine the diversity emotional quotient of students at the university level*. A quantitative survey has been re-designed and is ready for use with various groups to ascertain their individual and collective diversity emotional quotient.

Community Involvements

Daemen College Associates (past President)
 Erie County Status of Women Task Force (appointed by Erie County Executive)
 International Kiwanis Club of Lewiston, NY (President:1992-93 &1994-95)
 International Moose Lodge # 584 of Lewiston, NY
 Niagara University Strategic Repositioning Committee (1997)
 Niagara University Mission Committee (2010 -2020)
 Western Niagara Leadership Council - American Heart Association

ADDITIONAL PROFESSIONAL INFORMATION

Selected National and Regional Presentations

The 39th Annual Conference of the Northern Rocky Mountain Educational Research Association (Billings, Montana).

Topic: *Using Personal ePortfolios in Higher Education Courses and Programs: Tools for Promoting “High-Touch” Personal Interactions.* October 13, 2022.

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* October 13, 2022.

Topic: *Teacher Needs to Differentiate Instruction in More Diverse Teaching-Learning Settings: Results of Multi-State Studies in Contemporary America.* October 13, 2022. Research Symposium. National Research Coordinator.

International Society for Educational Planning 2022 Virtual Conference.

Topic: *Planning to Use Personal ePortfolios in Higher Education Courses and Programs: Tools for Promoting “high-touch” personal interactions in higher education in traditional, blended, or virtual settings as well as student program reference documents.* October 14.

Topic: *Using the Personal Reflective Diversity, Inclusiveness, and Equity Inventory to Analyze the Impact of Personal Attitudes and Experiences in Organizational Settings* October 12, 2022.

Topic: *Analysis and Application of the Eight Essential Leadership Elements for Navigating Crises.* October 12, 2022.

The 2022 Association of Teacher Educators (ATE) Summer Conference. (Nashville, Tenn.)

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* August 2, 2022.

Topic: *Differentiating Instruction in the USA: Current Results of Multi-State Studies in Diverse Teaching-Learning Settings.* August 1, 2022. National Research Coordinator.

Topic: *Planning to Use Personal ePortfolios in Higher Education Courses and Programs: Tools for Promoting “high-touch” personal interactions in higher education in traditional, blended, or virtual settings as well as for student program reference documents.* July 31, 2022.

Rural Schools Regional Education Policy Initiative Funded by the Gates Foundation. Missouri State University Regional Team Virtual Presentation.

Topic: *Developing a Policy Mindset for Rural School Curriculum, Instruction, and Faculty Improvements.* February 8, 2022.

International Society for Educational Planning 2021 Virtual Conference.

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* October 14, 2021.

Topic: *Developing a Leadership Coping Mindset to Manage Yourself and Others During Times of Planned or Unanticipated Change.* October 13, 2021.

Topic: *Planning to Use Digital Personal Portfolios in Higher Education Courses and Programs: Tools for Promoting “high-touch” personal interactions in higher education in traditional, blended, or virtual settings as well as for student program reference documents.* October 13, 2021.

The 2021 Summer Virtual Conference of Association of Teacher Educators.

Topic: *Differentiating Instruction in the USA: Current Results of Multi-State Studies in Diverse Teaching-Learning Settings.* August 2, 2021. **National Research Coordinator.**

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* August 2, 2021.

The 2021 Virtual Conference of Association of Teacher Educators.

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* February 17, 2021.

Topic: *Inclusiveness, Equity, and Excellence: Empowering Educators through Teacher Reflectivity.* February 16, 2021.

Topic: *Research Symposium-Teacher Needs to Differentiate Instruction in More Diverse Teaching-Learning Settings: Results of Multi-State Studies in Contemporary America.* February, 16, 2021. **National Research Coordinator.**

Topic: *Online teaching and learning: Tips, techniques, tools, and “truths”.* February 15, 2021. **Invited Chapter Author.**

International Society for Educational Planning 2020 Virtual Conference.

Topic: *Managing Yourself and Others During “Punctuated Equilibrium Events” Like COVID -19: Surviving and Thriving as an Education Leader in Spite of It All!* October 16, 2020. **Invited David Wilson Memorial Lecture Keynote Speaker.**

Topic: *Personal reflective diversity inventory: Analyzing the impact of diversity attitudes and experiences.* October 14, 2020.

Topic: *Teacher needs to differentiate instruction in more diverse teaching-learning settings: results of multi-state studies in contemporary America.* October 14, 2020.

The 2020 Summer Virtual Conference of Association of Teacher Educators.

Topic: *Online Teaching and Learning for Teacher Educators: The Book Written by the Commission on Online Teaching and Learning.* August. 12, 2020. **Invited Chapter Author.**

Topic: *Teacher Needs to Differentiate Instruction in More Diverse Teaching-Learning Settings: Results of Multi-State Studies in Contemporary America.* August 11, 2020. **National Research Coordinator.**

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture.* August 10, 2020.

The 2020 Annual Meeting of the Association of Teacher Educators (Atlantic City, New Jersey).

Topic: *Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture*. February 19, 2020.

Topic: *Online Teaching and Learning for Teacher Educators: The Book You Have Wanted and Needed (Chapter 8, Efficacy and Agency)*. February, 18, 2020.

Topic: *Digital Personal Program Portfolios: Contemporary Reference Schemas Designed to Facilitate Advanced Studies Using Contemporary Technologies*. February 17, 2020.

Topic: *How to Differentiate Instruction in More Teaching-Learning Settings: The Results of Multi-State Studies in Contemporary America*. February 17, 2020. **National Research Coordinator.**

The 2019 Summer Conference of Association of Teacher Educators (Burlington, Vermont).

Topic: *Facilitating Greater Differentiation of Instruction: Multi-State Teacher Discrepancy Reflection Research Regarding Desired and Current Constructivist Practices*. July 28, 2018. **National Research Coordinator.**

Contemporary Leadership Review and Analysis (Monroe, New Hampshire).

Topic: *The Dr. Polka Leadership Five Book Collection: The dark side of education, 2008; Living on the horns dilemmas, 2014; Confronting oppressive assessments, 2016; Very Good to Despicable, 2018; Fatal attractions in the digital age, 2019. July 26, 2019.*

The 2019 Annual Meeting of the Association of Teacher Educators (Atlanta, Georgia).

Topic: *The Personal Reflective Diversity Inventory: Analyzing the Impact of Your Diversity Attitudes and Experiences*. February 20, 2019.

Topic: *Differentiation of Instruction Research Conducted in Several States by ATE Members*. February 19, 2019. **National Research Coordinator.**

International Society for Educational Planning 2018 Conference (Charleston, S.C.).

Topic: *Personal Reflective Diversity Inventory: Analyzing the Impact of Diversity Attitudes and Experiences*. October 10, 2018.

Topic: *Planning for Greater Differentiation of Instruction: The Results of Multi-State Research about Teacher Reflections Regarding Desired and Current Constructivist Practices*. October 9, 2018.

International Kiwanis Club of Niagara-Wheatfield (North Tonawanda, New York).

Topic: *Very Good to Despicable: The Impact of the Seven Deadly Sins on Contemporary Leaders*. May 31, 2018.

International Kiwanis Club of Lewiston (Lewiston, New York).

Topic: *Very Good to Despicable: The Impact of the Seven Deadly Sins on Contemporary Leaders*. May 30, 2018.

The 2017 Summer Conference of Association of Teacher Educators (Pittsburgh, PA).

Topic: *Facilitating Instructional Differentiation via focused teacher reflections about desired constructivist practices and current realities: A status update on current research in several states.* August 7, 2017. **National Research Coordinator.**

Topic: *What contemporary educators need to know about technology...but, didn't know who to ask: A contemporary review of educational technology hardware and software by higher education practitioners.* August 6, 2017.

Topic: *Grassroots change to reframe, reclaim, and restore the ideals of our democracy in education: How parents, educators, and policy-makers are confronting the current oppressive assessments and reform movement.* August 6, 2017.

The 2017 Annual Meeting of the Association of Teacher Educators (Orlando, Florida).

Topic: *It's a high-tech world---But, ---the need for high-touch teaching is imperative.* February 14, 2017.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 13, 2017. **National Research Coordinator.**

Topic: Author Roundtable Discussion. *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms.* February 13, 2017

Topic: Author's Roundtable Discussion. *Self-efficacy in action: Tales from the classroom for teaching, learning, and professional development.* February 13, 2017.

Topic: *Confronting oppressive assessments: How parents, educators, and policy-makers are rethinking current educational reforms.* February 13, 2017.

International Kiwanis Club of Lewiston (Lewiston, New York).

Topic: *The International Power of Niagara University: Attracting World-class scholars and students to our area.* January 25, 2017.

Western New York Cable Television Production: *Target Success* (Airing Jan. & Feb. 2017).

Topic: *Educational and Cultural Comparisons between The U.S.A. and Ethiopia: Perceptions of Niagara University Scholars.* **Invited Guest with Dr. Hussein Kilel, Ethiopian Visiting Scholar from Addis Ababa University, Ethiopia.** December 21, 2016.

International Kiwanis Club of Lewiston (Lewiston, New York).

Topic: *Confronting Oppressive Assessments: How Parents, Educators, and Policymakers are Rethinking Current Educational Reforms.* November 29, 2016.

International Society for Educational Planning 2016 Conference (New Orleans, LA).

Topic: *Confronting Oppressive Assessments: How Parents, Educators, and Policy-Makers Are Rethinking Current Educational Reforms and Planning for More Effective Changes.* October 20, 2016.

Topic: *Meeting the Needs of Students and Stakeholders via Serendipitous Educational Planning*. October 20, 2016.

Topic: *Planning for Increased Instructional Differentiation via Focused Teacher Reflections about Desired Constructivist Practices and Current Realities: A Status Update of Research in Several States*. October 20, 2016.

The 2016 Summer Conference of the Association of Teacher Educators (Louisville, KY)

Topic: *Facilitating Instructional Differentiation via Focused Teacher Reflections about Desired Constructivist Practices and Current Realities: A Status Update on Current Research in Several States*. August 1, 2016. **National Research Coordinator.**

Topic: *It's a High-Tech World---BUT---The Need for High-Touch Teaching is Imperative!* August 1, 2016.

Topic: *Confronting Oppressive Assessments: How Parents, Educators, and Policy-Makers Are Rethinking Current Educational Reforms: A Grassroots Change Movement*. July 31, 2016.

American Educational Research Association (AERA) Annual Conference (Washington, D.C.)

Topic: *Research related to facilitating instructional differentiation via teacher reflections about desired and current constructivist practices*. April 10, 2016. **National Research Coordinator.**

The 2016 Annual Meeting of the Association of Teacher Educators (Chicago, Illinois).

Topic: *Just say W.H.O.A. (we hate oppressive assessments): A grassroots rethinking of federal and state education reform policies*. February 15, 2016.

Topic: *It's a high-tech world---yes, it is; But, ---there still is a need for high-touch teaching*. February 15, 2015.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities*. February 14, 2016. **National Research Coordinator.**

Topic: *Teacher self-efficacy: Concepts and case studies to guide teacher candidates*. February 14, 2016. **Invited Chapter Author.**

International Kiwanis Club of Lewiston (Lewiston, New York).

Topic: *How Much Do We Know About Technology in Our World and Its Ubiquitous Impact Upon Us?* November 11, 2015.

International Society for Educational Planning 2015 Conference (Baltimore, MD).

Topic: *Just Say W.H.O.A. (We Hate Oppressive Assessments) Promoting the Rethinking of Federal and State Education Policies: A Grassroots Study*. October 9, 2015.

Topic: *Planning Professional Development to Help School Leaders Cope with Stress and Self-Manage to Improve Effectiveness and Sustainability*. October 8, 2015.

Topic: *It's a High-Tech---Yes It Is, But---There Still is a Need for High-Touch Planning*. October 9, 2015.

The 33rd Annual Conference of the Northern Rocky Mountain Educational Research Association (Boise, Idaho).

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities: A national agenda promoted by educational leaders for all professionals.* October 2, 2015. **Special Workshop.**

Topic: *Effectively motivating students by addressing their personal “high-touch” needs as well as their “high-tech” interests.* October 2, 2015.

Topic: *“Just say W.H.O.A. (We Hate Oppressive Assessments)”*: A grassroots rethinking of federal and state education reform policies. October 2, 2015.

Broome-Tioga Superintendents’ Association Summer Workshop (Binghamton, NY).

Topic: *Superintendent Decision-making and Problem-solving: Living on the Horns of Dilemmas.* August 10, 2015. **Invited Consultant.**

The 2015 Summer Conference of the Association of Teacher Educators (Minneapolis)

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities: A national agenda by teacher educators for all professionals.* August 4, 2015. **Special Session.**

Topic: *“Just say W.H.O.A. (We Hate Oppressive Assessments)”*: A grassroots rethinking of federal and state education reform policies. August 3, 2015.

Topic: *It’s a high tech world---Yes, it is, but---There is still a need for high-touch teaching!* August 3, 2015.

Topic: *Connecting teacher self-efficacy with performance and accountability.* August 2, 2015. **Special Session.**

American Educational Research Association (AERA) Annual Conference (Chicago, IL)

Topic: *Superintendents coping with stress and self-managing for success and satisfaction: A synthesis of recent studies.* April 18, 2015.

Topic: *The self-efficacy of New York State superintendents of schools and their reflective practices: A mixed-methods analysis.* April 18, 2015.

Topic: *Implementing more constructivist teaching and learning practices in contemporary classrooms via focused teacher reflections.* April 17, 2015.

New York State Council of School Superintendents (NYCOSS) Institute (Albany, NY).

Topic: *Living on the horns of dilemmas: Superintendents, politics, and decision-making.* March 9, 2015. **Invited Author.**

The 2015 Annual Meeting of the Association of Teacher Educators (Phoenix, Arizona).

Topic: *Effectively motivating students by addressing their personal “high-touch” needs as well as their “high-tech” interests.* February 16, 2015.

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* February 16, 2015.

Topic: *“Just say whoa!”...Promulgating the rethinking of federal and state educational policies regarding academic standards.* February 16, 2015.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 16, 2015.

Topic: *Teacher self-efficacy: Case studies for teacher candidates and teachers--challenge: Efficacious teachers view obstacles as opportunities.* February 16, 2015. **Invited Presenter.**

Topic: *Critical elements for enhancing a global community of learners and educators: Reflectivity and cultivating student learning.* February 15, 2015. **Invited Presenter.**

Topic: *Professional digital portfolios: How to develop creative contemporary profiles for personal, career, and research purposes.* February 15, 2015.

Western New York Cable Television Production: *Target Success (Airing April & May).*

Topic: *Examples of high-tech in our contemporary global village: But the need for high-touch persists.* **Invited Guest.** February 4, 2015.

Hamilton, Fulton, and Montgomery Board of Cooperative Educational Services (HfmBOCES). Winter Leadership Academy: *Envisioning Success (Johnstown, NY).*

Topic: *Principal leadership in this age of standards and accountability: Maintaining your leadership edge and your professional vision for improved authentic student achievement.* January 22, 2015. **Invited Consultant.**

The 32nd Annual Conference of the Northern Rocky Mountain Educational Research Association (Rapid City, SD).

Topic: *Effectively motivating students by addressing their personal “high-touch” needs as well as their “high-tech” interests.* October 3, 2014.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* October 3, 2014.

The 2014 Summer Meeting of the Association of Teacher Educators (Niagara Falls, NY).

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* August 5, 2014.

Topic: *Teacher reflectivity and the educators’ vocation of advocating for all.* August 4, 2014. **Invited author, ATE 2014 Publication.**

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* August 3, 2014.

Topic: *Effectively motivating students by addressing their personal “high-touch” needs as well as their “high-tech” interests.* August 3, 2014.

Topic: *Advocating for all learners: Enhancing self-efficacy in teacher education candidates.* August 3, 2014. **Invited author: ATE Self-efficacy Commission Book.**

International Kiwanis Club of Niagara-Wheatfield. Niagara Falls, New York.

Topic: *Planning to effectively motivate digital-age learners by addressing their “high-tech” interests and their “high-touch” needs.* May 29, 2014. **Invited Speaker.**

Western New York Legislative Delegation/Partnership for Smarter Schools/Western New York PTA/New York State United Teachers Rally Against Common Core, Excessive Testing, and Education Funding Restrictions (Buffalo, New York).

Topic: *US educators refuse leaving any child behind...But*, (Original Poem). March 7, 2014. **Keynote Speaker.**

Lockport Cable Television (LCTV). “Good News in Our Community” Telecast (Lockport, New York).

Topic: *Global focus on research in the 21st century: The Ethiopian Ph. D. Example.* February 27, 2014. **Invited Guest.**

The 2014 Annual Meeting of the Association of Teacher Educators (St. Louis, Missouri).

Topic: *Planning and using a professional learning network for the contemporary study of leadership and policy throughout our world.* February 18, 2014.

Topic: *Effectively motivating students by addressing their personal “high-touch” needs as well as their “high-tech” interests.* February 17, 2014.

Topic: *Delving into teacher self-efficacy with candidates, classroom teachers, and colleagues.* February 17, 2014. **Invited member of ATE Commission on Self-efficacy.**

Topic: *And how are the children?: A presentation by C.J. Huff, Superintendent of the Joplin, Missouri Public Schools.* February 17, 2014. **Session Moderator.**

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* February 17, 2014.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 17, 2014.

Topic: *Teacher reflectivity: Enhancing student learning for a better global community of learners and educators.* February 16, 2014. **Invited Author.**

Topic: *Planning and using professional digital Ph.D. portfolios: Reflective documentaries with prospective focus.* February 16, 2014.

Board of Regents’ Candidate Presentation to State Assembly and Senate (Albany, NY).

Topic: *Rethinking New York State Board of Regents and Legislative educational policies about academic standards and the knowledge convergence movement.* February 11, 2014.

Invited Presenter.

Buffalo Radio Broadcast (WBEN, 930AM). Hardline Talk Show about School Issues.

Topic: *An analysis and discussion about standardized testing and core curriculum issues.* October 27, 2013. **Invited Co-host.**

International Society for Educational Planning 2013 Conference (Niagara Falls, NY).

Topic: *Managing in the effective change zone to implement a “1 to 1 laptop” program.* October 4, 2013.

Topic: *Planning to motivate contemporary students; A “high-touch” and “high-tech” approach.* October 4, 2013.

Topic: *Consensus versus conflict: A major dilemma in decision-making for U.S. educational leaders.* October 3, 2013.

Topic: *Planning to meet the needs of diverse learners: A teacher-focused differentiation approach.* October 3, 2013.

Association of Teacher Educators Summer Conference (Washington, D.C.)

Topic: *Effectively motivating students by addressing “high-touch” needs as well “high-tech” interests.* August 5, 2013.

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* August 5, 2013.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* August 4, 2013.

Lockport Cable Television (LCTV). Your Schools Telecast (Lockport, New York).

Topic: *The four pillars of the partnership for smarter schools assessment reform agenda.* July 16, 2013. **Invited Panel Member.**

1st Untested Ideas International Research Conference (Niagara Falls, NY).

Topic: *American superintendents living on the horns of dilemmas: A review and analysis of contemporary decision-making approaches and leadership issues.* June 28, 2013.

Lockport Cable Television (LCTV). Your Schools Telecast (Lockport, New York).

Topic: *Rethinking New York’s current high-stakes assessments and accountability procedures.* June 18, 2013. **Invited Panel Member.**

American Educational Research Association 2013 Conference (San Francisco, CA).

Topic: *Consensus versus conflict: Dilemmas in decision-making for school superintendents.* April 30, 2013.

Topic: *Dispositional discipline: The challenge to institutional prerogative.* April 30, 2013.

Partnership 4 Smarter Schools Meeting (Buffalo, N.Y.)

Topic: *Rethinking reform 2013: Why high stakes testing is alienating our children and teachers.* April 24, 2013. **Invited Panel Member.**

Partnership 4 Smarter Schools Meeting (North Tonawanda, N.Y.)

Topic: *Race to nowhere: Rethinking New York State’s current emphasis on accountability, achievement standards, and assessments.* February 28, 2013. **Invited Panel Member.**

The 2013 Annual Meeting of the Association of Teacher Educators (Atlanta, Georgia).

Topic: *Effectively motivating students by addressing personal “high-touch” needs as well as “high-tech” interests.* February 19, 2013.

Topic: *Professional digital Ph.D. portfolios: Reflective documentaries with prospective focus.* February 18, 2013.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 18, 2013.

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* February 17, 2013.

Topic: *Critical elements of reflectivity and cultivating student learning: Learning across a lifetime.* February 17, 2013. **Invited panel member based on research regarding teacher reflections about differentiation.**

Topic: *Enhancing teacher self-efficacy is engaging, enlightening, exhilarating, and exhausting: Research from members of the ATE commission.* February 17, 2013. **Invited panel member based on research regarding teacher self-efficacy.**

Topic: *Planning and using a professional learning network for the contemporary study of leadership and policy.* February 17, 2013.

Western New York Cable Television Production: *Target Success* (Taped January 25, 2013. Aired February & March).

Topic: *High-tech & high-touch: Meeting the contemporary needs of digital learners.* **Invited Guest.**

Partnership 4 Smarter Schools Meeting (West Seneca, N.Y.)

Topic: *Race to nowhere: Rethinking current national and state educational accountability standards and assessments.* December 6, 2012. **Invited Panel Member.**

International Society for Educational Planning 2012 Conference (Kansas City, Mo).

Topic: *Professional digital PhD portfolios: Reflective documentaries with prospective foci designed to facilitate doctoral studies using contemporary technologies.* October 13, 2012.

Topic: *Strategic planning, thinking, and acting to promulgate teacher self-efficacy at all levels of the instructional spectrum: A critical analysis based on research and experience.* October 13, 2012.

Topic: *Rethinking federal and state educational policies about academic standards and the knowledge convergence movement.* October 11, 2012.

Topic: *Effectively motivating students by addressing the organizational, social, and personal “high-touch” needs as well as the “high-tech” interests of contemporary digital learners.* October 11, 2012.

Topic: *Planning and using a professional learning network for the contemporary study of leadership and policy throughout our world.* October 11, 2012.

Wichita State University Professional Development Program (Wichita, Kansas)

Invited Guest Lecturer and Consultant. October 8 and 9, 2012:

Topic: *Teaching in a global society: Enhancing personal and professional skills and dispositions from the “outside-in” as well as the “inside-out”.* October 9, 2012.

Topic: *Facilitating success for ALL students via focused teacher reflections: Desired practices v. current realities.* October 9, 2012.

Topic: *Implementing and assessing advanced professional programs.* October 9, 2012.

Topic: *Leadership in a global society: Living on the horns of dilemmas with an “illegitimi non carborundum” attitude.* October 8, 2012.

Topic: *Leadership in a global society: Enhancing personal skills and dispositions from the “outside-in” as well as the inside-out*. October 8, 2012.

Northern Rocky Mountain Educational Research Association (Park City, Utah).

Topic: *Facilitating success for ALL students via focused teacher reflections: Desired practices v. current realities*. October 4, 2012.

Erie and Niagara School Business Officials Annual Meeting (Amherst, New York).

Topic: *Superintendent – school board relations: Living on the horns of dilemmas with an “illegitimi non carborundum” attitude*. September 15, 2012. **Invited Keynote Speaker.**

Association of Teacher Educators Summer Conference (Boston, MA).

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities*. August 6, 2012.

Topic: *The roles, responsibilities, and rigor of teacher self-efficacy. Panel Presentation of ATE Commission on Teacher Self-Efficacy*. August 6, 2012.

Topic: *Beyond the rap: Stimulating diversity dialogues for real understanding and respect in our global community*. August 5, 2012.

Lilly Conference: College and University Teaching and Learning (Bethesda, Maryland)

Topic: *The digital professional Ph.D. portfolio: A case study of the Niagara University experience*. May 31, 2012.

Western New York Cable Television Production: Target Success (Taped May 11, 2012. Aired August & September). Invited Guest.

Interviewed along with two doctoral students.
Topic: *The first year of the Niagara University Ph.D program in leadership & policy*.

Canisius College Digital Day (Buffalo, NY).

Topic: *Digital portfolios: A reflective documentary and prospective focus: The Niagara University Ph.D. program experience*. March 2, 2012.

The Western New York Regional Meeting of (SAANYS) School Administrator Association of New York (West Seneca, NY).

Topic: *Race to nowhere*. February 29, 2012. **Invited Panel Member.**

The 2012 Annual Meeting of the Association of Teacher Educators (San Antonio, Texas).

Topic: *Beyond the rap: Stimulating diversity dialogs for real understanding and respect*. February 14, 2012.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities*. February 14, 2012.

Topic: *Augmenting a global community of learners through the incorporation of reflectivity*. February 14, 2012. **Invited panel member based on research since the publication of ATE 2010 reflection book chapter.**

Topic: *Exploring research relating to self-efficacy in teaching, learning, and schooling.*
February 13, 2012. **Invited ATE Commission member research.**

Committee for Identifying and Developing Educational Leadership (Depew, NY.)

Topic: *The call to leadership: Introducing teacher leaders to school administration.*
November 7, 2011. **Invited Keynote Speaker.**

Mid South Educational Research Association (Oxford, Mississippi).

Perspectives about living on the horns of dilemmas: An analysis of gender factors related to superintendent decision-making and problem-solving. November 2, 2011.

Western New York Educational Service Council Superintendents (Buffalo, NY).

Topic: *Living on the horns of dilemmas: Superintendent decision-making and problem solving.* October 21, 2011. **Invited Keynote Speaker.**

Arkansas Association of Teacher Educators Conference (Clarksville, Arkansas)

Topic: *Applying teacher reflection strategies to promote greater differentiation of instruction: A practical model based on research.* September 29, 2011.
Invited Keynote Speaker.

Association of Teacher Educators Summer Conference (Philadelphia, PA).

Topic: *Beyond the rap: Stimulating diversity dialogues for real understanding and respect in our global community.* August 8, 2011.

Topic: *Examining self-efficacy in teaching, learning, and schooling. Panel Session-ATE Commission on Teacher Self-Efficacy.* August 7, 2011.

Topic: *Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* August 7, 2011.

Topic: *LGB students: School risks, legal issues, directions for educators.* August 7, 2011.

National Council of Professors of Educational Administration 2011 Conference (Portland, Oregon).

Topic: *Living on the horns of dilemmas: A five state quantitative study of superintendent decision-making and problems-solving.* August 4, 2011.

Topic: *The art and science of becoming a constructivist leader: Blazing new trails for improving today's schools by blending personal needs and best Practices.* August 4, 2011.

Western New York Cable Television Production: Target Success (Taped May 18, 2011. Aired July & August). Invited Guest. Interviewed by Mr. Jerry Wolfgang.

Topic: *The new Niagara University Ph.D program in leadership & policy.*

American Educational Research Association 2011 Conference (New Orleans, LA).

Topic: *Living on the horns of dilemmas: A study of superintendent decision-making and problem-solving.* April 10, 2011.

The 2011 Annual Meeting of the Association of Teacher Educators (Orlando, FLA).

Topic: *Risk and resiliency: Cultivating supportive school environments for LGBQ youth.* February 16, 2011.

Topic: *Student-centered learning in higher education: Activities designed to facilitate constructivist learning from day one.* February 15, 2011.

Topic: *Teacher self-efficacy: Examining our own practices with purpose and passion.* February 15, 2011 **Featured Session-ATE Commission on Teacher Self-Efficacy.**

Topic: *A research-based planning strategy for facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 15, 2011.

Topic: *Beyond the rap: Stimulating diversity dialogs for real understanding and respect.* February 14, 2011.

Topic: *LGB youth: Legal protections and directions for educators.* February 14, 2011.

Lilly Conference: College and University Teaching and Learning (Greensboro, N. Carolina)

Topic: *Using teacher reflections to improve teaching and learning: A pragmatic research model.* February 5, 2011.

Southern Regional Council on Educational Administration 51st Conference (Savannah, GA)

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: Critical components in contemporary leadership programs.* Oct. 29, 2010.

Topic: *Living on the horns of dilemmas: A study of superintendent decision-making and problem-solving.* October 29, 2010.

New Jersey School Superintendents Association Atlantic County Program (Egg Harbor, NJ)

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: Critical components in contemporary leadership programs.* Oct. 25, 2010.

Invited Consultant.

International Society for Educational Planning 2010 Annual Conference (Alexandria, VA)

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: Critical components in contemporary leadership programs.* Oct. 9, 2010.

Topic: *A planning paradigm for facilitating focused educator reflections about desired constructivist practices and current realities: Research for the field.* Oct. 8, 2010.

Topic: *Living on the horns of dilemmas: A study of superintendent decision-making and problem-solving.* October 8, 2010.

Lilly Conference: College and University Teaching and Learning (Traverse City, Michigan)

Topic: *Facilitating instructional differentiation in higher education via educator reflections about desired constructivist practices and current realities: A Pragmatic research model.* September 23, 2010.

Association of Teacher Educators Summer Conference (Kansas City, Missouri).

Topic: *Beyond the rap: Stimulating diversity dialogues for real understanding and respect.* August 10, 2010.

Topic: *Student-centered learning in higher education: Activities designed to facilitate constructivist learning from day one.* August 10, 2010.

Topic: *Coping with stress and burnout: Advice from educational leaders on managing yourself and others.* August 9, 2010.

National Council of Professors of Educational Administration 2010 Conference (Washington, D.C.).

Topic: *From the principal/superintendent's offices to academia.* August 5, 2010.

Invited Speaker.

Topic: *Living on the horns of dilemmas: A study of superintendent decision-making and problem-solving.* August 4, 2010.

Topic: *Coping with stress and burnout: Advice from educational leaders on managing yourself and others.* August 4, 2010.

Fellowship for the Improvement of Educational Leadership, (F.I.E.L) 2010 Annual Conference (Green Bay, Wisconsin). F.I.E.L. is the successor national organization of the former Institute for the Development of Educational Activities (I/D/E/A).

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity.* July 15, 2010. **Invited Keynote Speaker.**

American Educational Research Association 2010 Conference (Denver, Co).

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: Personal needs research synthesis.* May 1, 2010.

Topic: *Gender perceptions of the leadership abilities of principals.* May 1, 2010.

National Association of Secondary School Principals Annual Conference (Phoenix, AZ).

Topic: *Reinforcing personal and resiliency dispositions to face the challenge of contemporary educational leadership.* March 13, 2010.

Topic: *Living on the horns of personal and professional dilemmas: Studies of superintendent decision-making and problem-solving.* March 12, 2010.

Cattaraugus/Allegany County Superintendents Retreat (Beaver Hollow, NY)

Topic: *The darks side of educational leadership: Superintendents and the professional victim syndrome* March 4, 2010. **Invited Keynote Speaker.**

The 2010 Annual Meeting of the Association of Teacher Educators (Chicago, Ill).

Topic: *Coping with stress and burnout: Advice from educational leaders on managing yourself and others.* February 17, 2010.

Topic: *Reflections from stakeholders: US educators refuse leaving any child behind...but.* February 16, 2010.

Topic: *Teacher reflectivity in teacher education programs and with teacher education candidates.* February 16, 2010 **Featured New Book Session-Invited Chapter Author.**

Topic: *Beyond the rap: Stimulating diversity dialogs for real understanding and respect.* February 15, 2010.

Topic: *Student-centered learning in higher education: Activities designed to facilitate constructivist learning from day one.* February 14, 2010. **Clinic Session.**

World Federation Associations of Teacher Educators First Biannual Conference (Chicago, Ill).

Topic: *Contemporary global educational imperative: Facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* February 13, 2010.

Topic: *The challenges and opportunities of educating teachers about multicultural issues: using the reflective diversity inventory as a catalyst for interactions.* February 12, 2010.

New York State Council of School Superintendents Mid-Winter Conference (Albany, NY).

Topic: *The Dark side of educational leadership: Superintendents and the professional victim syndrome.* January 11, 2010.

Western New York Educational Superintendents' Program (Buffalo, NY).

Topic: *The dark side of educational leadership: Superintendents and the professional victim syndrome.* November 19, 2009. **Invited Keynote Speaker.**

International Society of Educational Planners 2009 Conference (Savannah, Georgia).

Topic: *Rethinking beyond the rap-gap: Planning strategies and resources to advance diversity agendas.* October 10, 2009.

Topic: *A research-based planning strategy for facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* October 10, 2009.

Topic: *Strategies for incorporating key intra-personal and inter-personal dispositions in ed. leadership programs & policies: A higher education imperative.* Oct. 9, 2009.

Topic: *Living on the horns of dilemmas: Rethinking leadership preparation programs to emphasize real world superintendent decision-making and problem-solving.* Oct. 8, 2009.

National Council of Professors of Educational Administration 2009 Conference (San Antonio, Texas).

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: A research based guide to coping with stress.* August 7, 2009.

Topic: *An open systems approach to the evolution of diversity appreciation in contemporary America: A historical reference of key laws and legal decisions.* August 6, 2009.

Association of Teacher Educators Summer Conference (Reno, Nevada).

Topic: *Our inclusive vision to educate ALL children: An open-social system analysis of key laws and legal decisions impacting the continuing evolution of American education.*

August 4, 2009.

Topic: *Creating the ambience for student-centered learning in higher education: Activities designed to commence student engagement and facilitate a constructivist learning approach from the very first day of class.* August 3, 2009.

Topic: *No longer a dream: Diversity as our destination and reality.* August 3, 2009.

Western New York Cable Television Production: *Target Success* (Taped May 18, 2009. Aired July & August). Panel Discussion with Mr. Jerry Wolfgang & Dr. Raphael Heaggans.

Topic: *Learning to respect diversity in our ever-changing world.* **Invited Panelist.**

American Educational Research Association 2009 Conference (San Diego, CA).

Topic: *COMPASS: A leadership survival guide for school superintendents based on real world experiences.* April 16, 2009.

International Kiwanis Club of Lewiston Diversity Night (Lewiston, NY).

Topic: *Learning to respect diversity in our ever-changing world.* 3/11/09. **Invited Speaker.**

National Conference on Education, Hosted by American Association of School Administrators (San Francisco, CA).

Topic: *The dark side of educational leadership: The victim syndrome.* February 21, 2009.

Topic: *Managing in the "effective change zone": A leadership method for implementing and sustaining innovations based on a systems model with emphasis placed on the micro-contextual personal, professional and organizational needs of educators.* February 20, 2009.

The 2009 Annual Meeting of the Association of Teacher Educators (Dallas, Texas).

Topic: *Individualization of instruction and customized learning: Why and how teacher educators should model this constructivist approach.* February 18, 2009.

Topic: *Teacher educators and diverse learners: Bridging the contemporary cultural disconnect to educate the whole student.* February 17, 2009.

Topic: *Cultural diversity and public school governance: Key legislative acts and legal decisions affecting identity development.* February 15, 2009. (Clinic Session).

The 61st Annual Meeting of the American Association of Colleges for Teacher Education (Chicago, Illinois).

Topic: *Dispositional discipline-fact or fairy tale: Can pre-service students be removed from teacher preparation programs?* February 7, 2009. **Panel Presentation.**

The 28th Annual Lilly International Conference on College Teaching (Oxford, Ohio).

Topic: *Facilitating student-centered approaches in higher education via constructivist principles and customizing learning strategies: How professors may use differentiation of instruction more frequently in their respective classrooms.* November 23, 2008.

The 49th Annual Conference of Southern Regional Council of Professors of Educational Administration, "Leading and Learning in the 21st Century" (Charleston, WV).

Topic: *The art and science of becoming a constructivist leader in this era of professional dilemmas and accountability.* October 24, 2008.

Topic: *Compass: A guide for surviving the challenges of contemporary educational leadership.* October 24, 2008.

Association of Teacher Educators' 2008 Summer Conference (Washington, DC).

Topic: *Teacher educators and diverse learners: Bridging the contemporary cultural disconnect to educate the whole student.* August 5, 2008.

Topic: *Individualized instruction and customized learning: Why and how teacher educators need to model these educational and cultural imperatives for America in the twenty-first century.* August 5, 2008.

Topic: *Cultural diversity and the governance of public schools: Key amendments, legislative acts, and legal decisions affecting identity development.* August 4, 2008.

National Council of Professors of Educational Administration 62nd Annual Conference (San Diego, CA).

Topic: *COMPASS: A guide to surviving the professional victim syndrome in education leadership.* August 1, 2008.

Topic: *A study of the effective change zone needs of educators implementing the Georgia performance standards.* July 31, 2008.

Association for Supervision and Curriculum Development (New Orleans, LA).

Topic: *The professional victim syndrome: Stories from the survivors.* March 15, 2008.

American Educational Research Association 2008 Conference (New York, NY).

Topic: *A study of the effective change zone needs of educators implementing the Georgia performance standards.* March 26, 2008.

Association of Teacher Educators' 2008 Annual Conference (New Orleans, LA).

Topic: *Cultural diversity and the governance of public schools: Key amendments, legislative acts and legal decisions affecting identity development in contemporary America.* February 26, 2008.

Topic: *Teacher education and diverse learners.* February 26, 2008.

Topic: *The collaboration experience between the Associated Marine Institutes and Georgia Southern University: An innovative example of excellence for ALL students via on-line professional development for educational leaders.* February 25, 2008.

Georgia Educational Research Association's 32nd Annual Meeting (Savannah, GA).

Topic: *Managing in the effective change zone: A synthesis of contemporary research conducted in Georgia about factors that facilitate school administrators in improving student achievement.* October 26, 2007.

International Society for Educational Planning 2007 Conference (Minneapolis, MN).

Topic: *Planning to facilitate bridging the contemporary disconnect between educators and diverse learners.* October 20, 2007.

Topic: *Planning, preparing and supporting educational leaders: Reflections from the professional victim syndrome study.* October 18, 2007.

Topic: *Managing in the 'effective change zone': A research-based approach to promoting and sustaining educational innovations.* Oct. 18, 2007.

Women in Educational Leadership Conference (Lincoln, NK).

Topic: *Female superintendents and the professional victim syndrome: Preparing current and aspiring superintendents to cope and succeed.* October 8, 2007.

National Council of Professors of Educational Administration 61st Annual Conference (Chicago, Ill).

Topic: *Illegitimi non carborundum: The contemporary school superintendency and experiences related to the professional victim syndrome.* August 2, 2007.

Topic: *Managing in the effective change zone: A research-based "high-touch" approach to promoting and sustaining educational innovations by focusing on personal and organizational satisfaction and productivity.* August, 2, 2007.

Association of Teacher Educators' 2007 Summer Conference (Milwaukee, WI).

Topic: *A collection of diversity appreciation resources and activities for teacher educators designed to stimulate self-reflective analyses and multi-cultural discourses about the people, things and ideas of our world.* August 1, 2007.

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America.* July 31, 2007.

Topic: *The collaborative experience between the Associated Marine Institutes and Georgia Southern University: An innovative example of excellence advocacy for all students via online professional development for educational leaders.* July 30, 2007.

American Educational Research Association 2007 Annual Conference (Chicago, IL).

Topic: *Illegitimi non carborundum: The contemporary school superintendency and experiences related to the professional victim syndrome.* April 12, 2007.

Association of Supervision and Curriculum Development 2007 Conference (Anaheim, CA).

Topic: *The professional victim syndrome: An analysis of resiliency in educational leadership.* March 18, 2007.

Association of Teacher Educators' 2007 Annual Conference (San Diego, CA).

Topic: *The collaborative experience between the Associated Marine Institutes and Georgia Southern University: An example of excellence advocacy for all students via online professional development for educational leaders.* February 20, 2007.

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America.* February 20, 2007.

Topic: *A collection of diversity appreciation resources and activities for teacher educators designed to stimulate self-reflection and multi-cultural discourses about the people, things and ideas of our world.* February 19, 2007.

The National Network for Educational Renewal (NNER) First Annual Think Tank (Honolulu, HI).

Topic: *Our quest for understanding.* December 2, 2006. *Invited Presenter.*

Southern Regional Council of Educational Administrators Conference (Jacksonville, FLA).

Topic: *Illegitimi non carborundum: A research study into the causes, effects and strategies for coping with the professional victim syndrome and the contemporary school superintendency.* November 5, 2006.

Georgia Educational Research Association's 31st Annual Meeting (Savannah, GA).

Topic: *Illegitimi non carborundum: A research study into the causes, effects and strategies for coping with the professional victim syndrome and the contemporary school superintendency.* October 27, 2006.

International Society for Educational Planning 2006 Conference (Pittsburgh, PA).

Topic: *Illegitimi non carborundum: Strategies for surviving the stress associated with 'educational executive' positions in the 21st century.* October 21, 2006.

Topic: *The Associated Marine Institutes and Georgia Southern University collaboration: Advocacy for all students via online professional development for leaders.* Oct. 19, 2006.

New York Council of School Superintendents' Fall Conference (Saratoga, NY).

Topic: *The professional victim syndrome: An analysis of contemporary superintendent issues and resiliency factors.* September 25, 2006.

National Council of Professors of Educational Administration 60th Annual Conference (Lexington, KY).

Topic: *Educational leadership program changes to meet contemporary school administration expectations and NCATE congruence.* August 3, 2006.

Topic: *The professional victim syndrome: Research on contemporary superintendents' resiliency in Georgia and New York.* August 2, 2006.

Association of Teacher Educators' 2006 Summer Conference (Philadelphia, PA).

Topic: *A collection of diversity appreciation resources and activities for teacher educators designed to stimulate self-reflection and multi-cultural discourses about the people, things and ideas of our world.* August 1, 2006.

Topic: *The collaborative experience between the Associated Marine Institutes and Georgia Southern University: An example of excellence advocacy for all students via online professional development for educational leaders.* August 1, 2006.

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in contemporary America.* July 31, 2006.

International Networking For Educational Transformation Conference (Augusta, GA).

Topic: *Illegitimi non carborundum: Strategies for surviving the stress associated with chief educational executive positions in the 21st century.* April 25, 2006.

Association of Teacher Educators 2006 Annual Conference (Atlanta, GA).

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America.* February 21, 2006.

Topic: *Associated Marine Institute's advocacy through engagement: A case study in community collaboration for educating all children.* February 20, 2006.

Topic: *The collaborative experience between the Associated Marine Institute and Georgia Southern University: An example of excellence advocacy for all students via online professional development for educational leaders.* February 20, 2006.

5th Annual Southeastern Conference on Cross-Cultural Issues in Counseling and Education (Savannah, GA).

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America.* February 3, 2006.

New York Council of School Superintendents Mid-Winter Conference (Albany, NY).

Topic: *The professional victim syndrome: An analysis of contemporary superintendent issues and resiliency factors.* January 23, 2006.

Associated Marine Institutes (A.M.I.) Executive Directors' Conference (Tampa, FLA).

Topic: *Educational leadership at the dawn of the twenty-first century: Managing accountability, technology, diversity and constructivism to promote appropriate curriculum for all students.* December 6, 2005. *Invited Speaker.*

Association of Teacher Educators 2005 Summer Conference (Bismarck, ND).

Topic: *Diversifying the education workforce*. August 2, 2005. **Invited Panelist.**

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity in contemporary America*. August 3, 2005.

National Council of Professors of Educational Administration 59th Annual Conference (Washington, DC).

Topic: *Educational leadership program changes to meet contemporary school administration expectations and NCATE congruence*. July 27, 2005.

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America*. July 27, 2005.

Georgia Southern University's Conference on Ethics and Diversity (Statesboro, GA).

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in contemporary America*. June 11, 2005.

Associated Marine Institutes Executive Directors' Spring Conference (Tampa, FLA).

Topic: *Differentiated instruction for troubled youth: Not just what it is...* May 5, 2005.

Keynote Speaker.

Georgia Southern University's Cross-Cultural Conference (Savannah, GA).

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in contemporary America*. March 4, 2005.

Associated Marine Institutes Executive Directors' Fall Conference (Tampa, FLA).

Topic: *School law for educational leaders dealing with troubled youth*. Dec. 8, 2004.

Invited Speaker.

International Society for Educational Planning 2004 Conference (Washington DC).

Topic: *Planning to meet the education graduate school accountability challenge by effectively employing constructivist's principles: A practical review and interactive experience*. October 7, 2004.

Georgia Leadership Institute for School Improvement Conference (Pine Mtn., GA).

Topic: *Georgia Southern University's program for preparing educational leaders*. October 2, 2004. **Invited Speaker.**

Associated Marine Institutes Executive Directors' Conference (Clearwater, FLA).

Topic: *Creating a professional learning community within AMI*. 5/4/04. **Invited Speaker.**

Georgia Southern Excellence in Teaching Faculty Retreat (Statesboro, GA).

Topic: *Designing and implementing personal course portfolios: A practical strategy to initiate, develop and personalize effective classroom interactions and implement constructivist principles in higher education classrooms*. February 24, 2004.

International Society for Educational Planning 2003 Conference (Seattle, WA).

Topic: *Designing and implementing personal course portfolios: A practical strategy to initiate, develop and personalize effective classroom interactions and implement constructivist principles.* October 23, 2003.

Georgia Southern University's Annual Youth at Risk Conference (Savannah, GA).

Topic: *Creating effective learning experiences for at-risk students that result in the improvement of student academic achievement.* February 25, 2003.

International Society for Educational Planning 2001 Conference (Atlanta, GA).

Topic: *Constructivist instructional designs for the new millennium: Balancing the 'high-tech' interactive role of computers with the 'high-touch' interpersonal role of teachers to develop customized learning plans for students.* October 12, 2001.

Topic: *Curriculum planning in the twenty-first century: Managing technology, diversity, and constructivism to create appropriate learning environments for all students.* Oct. 12, 2001.

International Conference on Technology and Education (Tallahassee, FLA).

Topic: *Challenges of evaluating and selecting software for classroom use.* May 4, 2001.

Topic: *Empire state partnership project: An arts connection with a focus on improving learning via technology.* May 4, 2001. **Invited Panelist.**

Topic: *Curriculum planning in the 21st century: Managing technology, diversity, and constructivism to create appropriate environments for all students.* May 4, 2001.

American Association of School Administrators (Orlando, FLA).

Topic: *Change and the power of you: Managing new millennium educational challenges.* February 17, 2001.

The American Association of Educational Service Agencies Annual Conference (Marco Island, FLA).

Topic: *Change and the power of you.* December 4, 1999.

International Society for Educational Planning 1999 Conference (Indianapolis, IN).

Topic: *Change and the power of you: Addressing new millennium challenges from a needs-based planning perspective.* October 15, 1999.

Orleans-Niagara Chief School Officers Retreat (Rochester, NY).

Topic: *Change and the power of you.* December 9, 1998. **Invited Speaker.**

90th Rural Education Conference: Raising Standards for Rural Schools (Buffalo, NY).

Topic: *High-tech & high-touch = 21st century success.* October 15, 1998.

International Society for Educational Planning 1998 Conference (Toronto, Canada).

Topic: *Re-schooling societies for the new millennium: Appropriately interfacing computers (high-tech) and humans (high-touch).* September 26, 1998.

NYS Council for the Social Studies/NYS Social Studies Supervisory Association 68th Annual Convention of the Social Studies: Images of Change (Rochester, NY).

Topic: *Lewiston-Porter's international sibling program.* March 26, 1998.

The Fifteenth International Conference on Technology and Education: Worldwide Network of Learning; Opportunities, Challenges and Contrasts (Santa Fe, NM).

Topic: *Managing the dynamic forces that influence the curriculum: A historical review and a future vision.* March 11, 1998.

Topic: *Addressing the issues of cultural lag and students from within the margins of society.* March 10, 1998.

Topic: *Releasing students from their cocoon: Preparing students for living in a diverse world.* March 9, 1998.

Topic: *Re-schooling societies for the new millennium: Appropriately interfacing computers (high-tech) and Humans (high-touch).* March 9, 1998.

International Society for Educational Planning 1997 Conference (Philadelphia, PA).

Topic: *Managing the dynamic forces that influence the curriculum.* October 4, 1997.

American Alliance for Health, Physical Education, Recreation and Dance Annual Conference (St. Louis, MO). Invited Keynote Speaker for Council on School Leadership in Physical Education Honor Awards Banquet.

Topic: *Educational leadership for world-wide competition.* March 21, 1997.

New York State Middle School Association Conference: Touch the Future - Teach Middle Level. (Niagara Falls, NY).

Topic: *Personal and organizational satisfaction and productivity.* October 18, 1996.

Topic: *Customized learning plans: America's cultural imperative for century XXI.*

International Society for Educational Planning 1996 Conference (New Orleans, LA).

Topic: *The North American school as a complex of heterogeneous systems.* Sept. 21, 1996.

Topic: *Releasing students from their cocoon: Preparing students for living in a diverse world.* September 20, 1996.

Topic: *Dynamic forces that influence the curriculum.* September 20, 1996.

National School Boards Association Institute for the Transfer of Technology to Education 1995 Conference (Atlanta, GA).

Topic: *Balancing high-tech and high-touch needs for technology use.* October 25, 1995.

International Society for Educational Planning 1995 Conference (San Diego, CA).

Topic: *The North American school as an emerging hierarchical cybernetic system.* 9/30/95.

International Society for Educational Planning 1994 Conference (Nashville, TN).

Topic: *From: Russia with love, to: The world with hope.* October 1, 1994

Topic: *Preparing suburban homogeneous populations to deal with issues of equity: Responding to changing demographics.* October 2, 1994.

N.Y. State Council for the Social Studies and the N.Y. State Social Studies Supervisory Conference: Enliven the Past-Envision the Future (Buffalo, NY).

Topic: *High-tech plus high-touch = 21st century success.* April 14, 1994.

International Society for Educational Planning 1993 Conference (Niagara Falls, NY).

Topic: *The use of technology in contemporary education: A survey of Ontario educators.* October 2, 1993.

Topic: *Forward to the fundamentals of customizing instruction: America's cultural and educational imperative for century XXI.* October 2, 1993.

The Tenth International Conference on Technology and Education: Rethinking the Roles of Technology in Education (M.I.T, Cambridge, MA).

Topic: *Managing technological change: A personal coping approach.* March 22, 1993.

Topic: *The use of technology in education: Personal and curriculum needs.* March 22, 1993.

American Association of School Administrators 125th Convention (Orlando, FLA).

Topic: *Managing change for personal and organizational satisfaction and productivity.* February 12, 1993.

Western New York Prenatal Conference: Just Say Yes to Prevention. (Buffalo, NY).

Topic: *Supportive administrators & empowered teachers = successful family life education.* October 27, 1992. **Invited Speaker.**

International Society of Educational Planning 1992 Conference (VA Beach, VA).

Topic: *The use of technology in contemporary education.* October 17, 1992.

Orleans-Niagara Board of Cooperative Educational Services Multi-District Conference Day (Lockport, NY).

Topic: *The five c's for personal and organizational satisfaction and productivity in the future.* October 25, 1991. **Key Note Speaker.**

New York State Middle School Association Annual Convention (Niagara Falls, NY).

Topic: *The individualization of instruction: Our cultural imperative for the twenty first century.* October 25, 1991.

Topic: *Stress and burnout: what it is and what to do about it for personal and organizational satisfaction and productivity in the future.* October 24, 1991.

International Society of Educational Planning 1991 Annual Conference (Oklahoma City, OK).

Topic: *Managing change for personal and organizational satisfaction.* October 12, 1991.

American Association of School Administrators Convention (New Orleans, LA).

Topic: *Stress and burnout: What it is and what to do about it.* March 1, 1991.

International Society of Educational Planners International Conference (Atlanta, GA).

Topic: *Individualized instruction: Our cultural imperative for century XXI.* Oct.15, 1990.

Harvard Graduate School of Education New Modes of Assessment Institute (Cambridge, MA). Topic: *Our quest for understanding.* July 13, 1990. ***Invited Presenter.***

New York State Staff Development Conference (Buffalo, NY).

Topic: *Decisions for excellence: Effective staff development programs based upon contemporary research.* April 6, 1990.

New York State Council for the Social Studies Annual Conference (Buffalo, NY).

Topic: *Individualized instruction: The imperative for century XXI.* April 4, 1990.

Topic: *Leadership for educational excellence and equity in the future.* April 4, 1990.

New York Education Department Excellence & Accountability Conference (Albany, NY).

Topic: *Lewiston-Porter's excellence and accountability program.* February 7, 1990.

Invited Speaker.

National Staff Development Annual Conference (Anaheim, CA).

Topic: *Decisions for excellence: Effective staff development programs based upon contemporary research.* November 30, 1989.

Genesee-Wyoming County Principals' Academy (Buffalo, NY).

Topic: *Educational leadership for excellence and equity.* July 8, 1988. ***Invited Speaker.***

Niagara-Orleans Association of Educational Office Personnel (Newfane, NY).

Topic: *Work behavioral styles: Knowing yourself and interacting with others for satisfaction and productivity.* April 29, 1987. ***Invited Speaker.***

Williamsville Central School Support Staff Conference Day (Williamsville, NY).

Topic: *Managing yourself and others for satisfaction and productivity.* April 10, 1987.

Invited Speaker.

Erie County Association of School Secretaries Conference (Hamburg, NY).

Topic: *Work behavioral styles: Getting along with all kinds of people in the workplace.* October 15, 1986. ***Invited Speaker.***

Medina Central Schools Conference Day (Medina, NY).

Topic: *Curriculum development for participation projects k-12.* October 10, 1986.

Invited Speaker.

Pavilion Central Schools Conference Day (Pavilion, NY).

Topic: *Teacher stress and burnout: What it is and what to do about it for individual and organizational survival.* October 10, 1986. ***Keynote Speaker.***

Schools, Values and Technology: The Northwest Canadian and Alaskan Experience. Sponsored by State University of New York College @ Buffalo (Buffalo, NY).

Program Co-director

Topic: *A multi-cultural analysis of Alaska* (Sitka, Alaska). August 14, 1986.

Topic: *Determinants of the curriculum: Geographical, historical, social, political and economic perspectives* (Juneau, Alaska). August 12, 1986.

Topic: *A cross-cultural analysis of contemporary schools and values* (Ketchikan, Alaska). August 11, 1986.

Topic: *School values and technology: Past, present, future* (Buffalo, NY). August 1, 1986.

Monroe-Orleans BOCES Special Education Conference (Spencerport, NY).

Topic: *Teacher stress and burnout.* May 3, 1986. ***Invited Speaker.***

New York State Council for the Social Studies Annual Conference (Rochester, NY).

Topic: *Participation projects in social studies k-12.* April 4, 1986.

Topic: *Teacher stress and burnout: What it is and what to do about it for individual and organizational survival.* April 3, 1986.

New York State School Superintendents' Conference (Lake Kiamesha, NY)

Topic: *Middle schools and the Regents' action plan: A panel discussion.* October 9, 1985.

Invited Speaker.

Schools, Values, and Technology: The Orient Experience. Sponsored by State University of New York @ Buffalo (Buffalo, NY).

Topic: *Schools, values, and technology* (Buffalo, NY). July 20 & 27, 1985.

New York State Council for the Social Studies (Uniondale, NY).

Topic: *Schools, society, and technology: Values in the future.* March 29, 1985.

National Council for the Social Studies Annual Conference (Washington, DC).

Topic: *Schools, values, and technology: The EPCOT experience.* November 17, 1984

Erie BOCES II Conference Day (Lakeshore, NY).

Topic: *Teacher stress and burnout: What it is and what to do about it for individual and organizational survival.* November 6, 1983. ***Invited Speaker.***

Selected International Presentations

The Sisteren of African Heritage Online Meeting with Stakeholders in Southern Ontario (Mississauga, Ontario, Canada).

Topic: *Building a more inclusive classroom and supporting our practicing and aspiring school leaders in the age of George Floyd.* August 10, 2020.

St. Louis 1 Catholic High School Program: Excellence in Search of Partnerships for Students, Faculty, and Administration (Surabaya, Indonesia).

Topic: *Exploring professional development opportunities for faculty and administration Seminar.* September 9, 2019.

Topic: *Exploring curriculum and instruction development opportunities for faculty and administration.* September 9, 2019.

Topic: *International networking to enhance and sustain student, faculty, administration, and program excellence in Catholic Secondary Schools: The leadership choices.* September 9, 2019.

Widya Mandala University Program for Developing and Sustaining International Leaders in Turbulent Times (Surabaya, Indonesia).

Topic: *Seminar for sustaining Catholic Higher Education in turbulent times via networking, part II.* September 9, 2019.

Topic: *Lecture to undergraduate students about developing a leadership mindset based on COMPASS and the awareness of the continuous nature of change.* September 9, 2019.

Topic: *Seminar for sustaining Catholic Higher Education in turbulent times via networking, part I.* September 9, 2019.

Topic: *Open social systems approach to institutional and cultural evolution: The leadership challenge choices of probable, possible, and preferable futures.* September 9, 2019.

The 2nd National and International Conference on Humanities and Social Sciences 2019 (Mandalay, Myanmar).

Topic: *Future networking with ASEAN universities in developing an international PhD program in leadership and policy, part II.* September 6, 2019.

Topic: *Future networking with ASEAN universities in developing an international PhD program in leadership and policy, part I.* September 5, 2019.

Topic: *Lead commentator and evaluator for 11 science research papers presented.* September 5, 2019.

Opening conference session keynote speech: *The ASEAN achievement of sustainable development: The organizational, social-professional, and personal needs of individuals to make it happen.* September 5, 2019. **Keynote Speaker.**

Topic: Welcome address: *Quality is never an accident... It takes intelligence effort and focused will to make a superior outcome as exemplified by this 2019 ASEAN Conference.* September 4, 2019.

American Educational Research Association (AERA) Annual Conference (Toronto, Ontario, Canada).

Topic: *Multi-state research findings about teacher reflections regarding desired and current constructivist practices.* April 7, 2019.

Contemporary Leadership Research Symposium at Eszterhazy Karoly University (Eger, Hungary).

Topic: *Contemporary research leadership research: A synthesis of key concepts and publications.* March 13, 2019. **Keynote Speaker.**

3rd National and International Research Conference 2019: Challenges of Higher Education in Production of Graduate Students in the 21st Century (Buriram, Thailand).

Topic: *Workshop on constructivist practices in contemporary higher education: A synthesis of research and experience.* February 2, 2019.

Topic: *Applying constructivist principles in developing and sustaining an interdisciplinary PhD program to meet the needs of contemporary graduate students: The Niagara University experience.* February 1, 2019. **Keynote Speaker.**

International Society for Educational Planning 2017 Conference (Toronto, Canada).

Topic: *Nationwide research about facilitating differentiation using teacher constructivist reflections and their current realities.* October 14, 2017.

Topic: *Very good to despicable: The impact of the seven deadly sins on global contemporary leaders.* October 13, 2017.

Topic: *Digital portfolios: Promoting high-touch experiences and providing a process for continuous learning.* October 13, 2017.

Topic: *How parents, educators, and policy-makers are confronting the current oppressive assessment and reform movement.* October 12, 2017.

Topic: *Serendipitous educational planning: Expeditiously applying effective change zone (ECZ) mindset concepts.* October 12, 2017.

International Society for Educational Planning 2014 Conference (Kyrenia, Cyprus).

Topic: *Planning to effectively motivate digital-age learning by addressing their personal "high-tech" needs and their "high-touch" needs in Twenty-first Century developing countries.* October 18, 2014.

Topic: *Rethinking educational policies about academic standards and knowledge convergence movements in both developed and developing countries: Does one size "cookie cutter education" Fit ALL in our diverse world .* October 17, 2014.

Topic: *Living on the horns of dilemmas: Superintendents, politics, and decision-making.* October 16, 2014.

Topic: *Catholic school principals' decision-making and problem-solving practices during times of change and uncertainty: An international analysis with major planning implications for the preparation of principals in developing nations.* October 16, 2014.

Topic: *Strategic Planning in Education: Yesterday, Today, and Tomorrow.* October 16, 2014.

2nd Untested Ideas International Research Conference (Rhodes, Greece).

Topic: *The American School as an Open-Social System: Polka-Guy Paradigm.* Online Presentation, June 28, 2013.

Athens Institute for Education and Research International Conference (Athens, Greece).

Topic: *Effectively motivating digital-age learners by addressing their organizational, social, and personal high-touch needs as well as their high-tech interests.* May 20, 2013.

World Federation of Associations of Teacher Education (Nairobi, Kenya)

Topic: *Rethinking education policies about academic standards and the knowledge convergence movement.* November 9, 2012.

Topic: *Effectively motivating students by addressing the organizational, social, and personal “high-touch” needs as well the “high-tech” interests of contemporary digital learners.* November 8, 2012.

International U.S./China Symposium on Classroom Management and Motivation for Learning (Hubei University of Education, Wuhan, China).

Topic: *Effectively managing classrooms and motivating students by attending to “high-tech” interests and “high-touch” needs.* May 23, 2012. **Keynote Speaker.**

U.S.-China 2012 Symposium of Educational, Technology and Teacher Leadership (Shanghai Normal University, Shanghai, China)

Topic: *Educational leadership decision-making and problem-solving: Living on the horns of dilemmas.* May 20, 2012.

Topic: *Contemporary U.S. & China leadership topics.* May 19, 2012. **Invited Panelist.**

Topic: *The art and science of becoming a constructivist educational leader: Principal, classroom teacher and/or student.* May 19, 2012.

American Educational Research Association 2012 Conference (Vancouver, B.C. Canada).

Topic: *Dispositional discipline: Fact or fairy tale....the third rail of teacher preparation.* April 16, 2012.

Topic: *Demographic factors impacting superintendent decision-making and problem-solving.* April 15, 2012.

International Society for Educational Planning (Budapest, Hungary).

Topic: *Managing yourself and others for personal and organizational satisfaction and productivity: A research-based guide to coping with the stress of leadership.* Oct. 15, 2011.

Topic: *Perspectives of living on the horns of dilemmas: Planning to prepare educational leaders for decision-making and problem-solving.* October 13, 2011.

Association of Teacher Educators-Europe Annual Conference (Budapest, Hungary).

Topic: *Facilitating instructional differentiation via teacher reflections about desired constructivist practices and current realities: A research-based Model.* August 28, 2010.

International Conference on Education, Research and Innovation (ICERI 2009, Madrid, Spain).

Topic: *Rethinking federal and state educational policies about academic standards and the global knowledge convergence movement.* November 17, 2009.

Topic: *Strategies for incorporating key intra-personal and inter-personal dispositions into educational leadership programs and policies: A higher education imperative for the 21st Century.* November 16, 2009.

Association of Teacher Educators-Europe 2009 Conference (Palma de Mallorca, Spain).

Topic: *Rethinking federal and state educational policies about Academic standards and the knowledge convergence movement: US educators refuse leaving any student behind...but,.* September 1, 2009.

Topic: *Our educational imperatives: Research-based planning for facilitating instructional differentiation via focused teacher reflections about desired constructivist practices and current realities.* August 30, 2009.

International Society for Educational Planning 2008 Conference (Istanbul, Turkey).

Topic: *The art and science of becoming a constructivist educational leader in this era of dilemmas and wicked problems.* October 18, 2008.

Topic: *The discrepancies between central office decision-making/problem-solving approaches and building-based approaches: A contributing factor to the dilemmas and wicked problems of contemporary school administration or not!* October 18, 2008.

Topic: *Compass: A guide for surviving the challenges of contemporary educational leadership.* October 17, 2008.

International Leadership Conference at Westfälische Wilhelms-Universität (Münster, Germany).

Topic: *The art and science of becoming a constructivist leader.* July 10, 2008.

International Society for Educational Planning 2005 Conference (Bologna, Italy).

Topic: *Cultural diversity and the governance of public schools: Key laws and legal decisions affecting identity development in America.* October 20, 2005.

International Society for Educational Planning 2000 Conference (Port-Of-Spain, Trinidad, West Indies).

Topic: *Curriculum planning for the individualization of instruction in the new millennium.* October 13, 2000.

The Twenty-fifth International Conference on Improving University Learning and Teaching. (Frankfurt, Germany).

Topic: *Facilitating the transition from teacher-oriented to student-centered instruction at the university level via constructivist principles.* July 19, 2000.

International Conference on Technology and Crossing the Digital Divide: Improving the Quality of Life through Educational Technology (Johannesburg, South Africa).

Topic: *Widening the horizons of educational communities through the use of technology: Preparing citizens for global living.* April 19, 2000.

Topic: *Creative instructional designs for the new millennium: Balancing the 'high-tech' interactive role of computers with the 'high-touch' interpersonal role of teachers to develop customized learning plans.* April 19, 2000.

Topic: *A reappraisal of inequity issues in engaging technology in the educational process; addressing the issues of cultural lag and students from within the margins in the emerging educational climate.* April 18, 2000.

Topic: *Teaching educators about facilitating change: Integrating the personal and professional needs for effective educational change.* April 18, 2000.

The Twenty-Fourth International Conference on Improving University Learning and Teaching (Brisbane, Australia).

Topic: *Designing and implementing course portfolios: A practical strategy to initiate, develop and personalize effective classroom interactions.* July 7, 1999.

The International Conference on Technology and Education: Preparation for the New Millennium - Directions, Developments, and Delivery (Edinburgh, Scotland).

Topic: *The effective implementation of technology: A focus on contemporary literature and research on the human side of change.* March 31, 1999.

Topic: *Change and the power of you: Personally and organizationally managing the educational challenges of the new millennium.* March 29, 1999.

The Twenty-Third International Conference on Improving University Learning and Teaching (Dublin, Ireland).

Topic: *Customizing instruction at the university level: Not just what it is, but how to do it.* July 6, 1998.

The Fourteenth International Conference on Technology and Education; Changing Practices and Technologies: Decisions Now for the Future (Oslo, Norway).

Topic: *The American school as a complex of heterogeneous systems.* August 12, 1997.

Topic: *Dynamic forces on the curriculum.* August 12, 1997.

Topic: *Addressing the issues of cultural lag and students from within the margins of society.* August 11, 1997.

The Twenty-Second International Conference on Improving University Teaching: Improving University Teaching (Rio de Janeiro, Brazil).

Topic: *Some reflections on the participation of disadvantaged students in technology.*
July 22, 1997.

International Sibling Program: The 1995 German Experience (Lubeck, Germany).

Topic: *The Lewiston-Porter/Otsee-Gymnasium connection: A model for effective student exchanges.* Timmendorfer Strand, Germany; August 16, 1995. **Invited Speaker.**

Topic: *The personal and societal benefits of contemporary student exchange programs.* Kies Government Reception, Eutin, Germany; August 15, 1995. **Invited Speaker.**

Topic: *Schools and values in today's society: A comparison between Germany and the U.S.A.* Otsee-Gymnasium, Timmendorfer Strand, Germany; August 14, 1995. **Invited Speaker.**

Topic: *The contemporary role of international service clubs in promoting the appreciation of diversity and globalism.* Kiwanis Club of Bad Schwartau; Lubeck, Germany; Aug. 10, 1995. **Invited Speaker.**

International Sibling Program: The 1994 French Experience (Torcy, France).

Topic: *The Lewiston-Porter/Lyceee Jean Moulin connection: A significant relationship for improving student appreciation of diversity and globalism.* April 5, 1994. **Invited Speaker.**

The Eleventh International Conference on Technology and Education: Deciding Our Future; Technological Imperatives for Education (London, England).

Topic: *Balancing high-tech needs and high-touch needs for the effective implementation of technology.* March 29, 1994.

The Ninth International Conference on Technology and Education: Sans Frontieres. Paris, France.

Topic: *High-tech + high-touch = 21st century success.* March 17, 1992.

National Staff Development 1990 Annual Conference (Toronto, Canada).

Topic: *Decisions for excellence: Effective staff development programs based upon contemporary research.* December 3, 1990.

International Program for Kuwait Technical College Educators (Humber College, Toronto, Canada). Invited Program Consultant and Keynote Speaker.

Topic: *The Individualization of instruction: Not just what it is...* July 20-22, 1989.

Schools, Values, and Technology: The Northwest Canadian and Alaskan Experience. Sponsored by State University of New York College @ Buffalo (Buffalo, NY).

Program Co-director.

Topic: *The human side of change* (Vancouver, Canada). August 16, 1986.

Schools, Values, and Technology: The French Polynesian Experience. Sponsored by State University of New York College @ Buffalo (Buffalo, NY). Program Director.

Topic: *Cross cultural analysis of schools and values* (Tahiti, French Polynesia). 3/27/86.

Topic: *Polynesian visions of the future* (Morea, French Polynesia). March 26, 1986.

Schools, Values, and Technology: The Orient Experience. Sponsored by State University of New York @ Buffalo (Buffalo, NY). Program Co-director.

Topic: *A cross cultural analysis of schools, values and technology* (Tokyo, Japan). August 18.

Topic: *Visions of the future: Japan, Hong Kong, Red China* (Hong Kong, China). August 15.

Topic: *Changing values for century XXI* (Kyoto, Japan). August 13, 1985.

Topic: *Visions of the future: Urban, suburban, rural perspectives* (Tokyo, Japan). August 5.

2.20.23 edition.