

ROBERT M. HENDRICKSON

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The Pennsylvania State University
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128 Hillcrest Avenue
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Birthdate: January 3, 1944

Spouse: Linda J. Hendrickson

Children: Michael and Mark

EDUCATIONAL HISTORY

1972, Ed.D., Indiana University, Bloomington, Indiana Major: Higher Education (Minor: Law, Business/Sociology)
1967, M.S. in Education, Indiana University, Bloomington, Indiana Major: Student Personnel (Minor: Sociology)
1966, B.S., North Dakota State University, Fargo, North Dakota Major: Zoology (Minor: Chemistry)

EMPLOYMENT HISTORY

January 1984 to present, Professor of higher education teaching legal issues in higher education, administration in higher education among others. Dr. Hendrickson's advisees have won outstanding dissertation awards and have become, higher education faculty, college and university presidents and administrators. Dr. Hendrickson has numerous publications on legal issues, management, organizational theory, faculty employment and student issues.

July 2001 to December 2007, Associate Dean for Graduate Studies, Research, and Faculty Development, College of Education, The Pennsylvania State University, University Park Pennsylvania. Instituted a Research initiation grants program for faculty that provided seed money that lead to over \$6 million in awards in fiscal year \$2007. The research portfolio of the College has grown from \$4 million in awards to \$18 million in 2007. In 2006 the College the award of an Institute of Education of the U.S. Department of Education Regional Laboratory 5 year award of \$31 million dollars and in 2007 was awarded the \$27 million NASA National Education Center. The portfolio also included the coordination of Graduate Degree programs in the College and faculty development programs.. In 2007 6 doctoral degree programs were ranked in the top 10 By US News and 11 were ranked in the top 25.

1993 to 2001, Professor and Head, Department of Education Policy Studies, The Pennsylvania University, University Park, Pennsylvania. The Education Policy Studies program has three graduate degree programs—Educational Theory and Policy, Educational Administration, and Higher Education. A dual title degree program in Comparative and International Education is also located in the department. The department has 20 faculty

in tenured or tenure track positions and a budget of 1.8 million dollars. Over the past few years, two ranked programs have been strengthened and one has grown from near extinction to developing a strong reputation for its graduates and its research.

Collegiality and collaboration among the faculty of the degree programs is at an all time high. The department has entered into a partnership with the Pennsylvania School Board Association, is developing an education policy center for the College of Education, and has cultivated relationships with school districts in the State. As part of the University's "Grand Destiny" campaign, the department head coordinates fund raising and endowment activities.

1984 to 1993, Professor and Professor-in-Charge, Higher Education Program, The Pennsylvania State University, University Park, Pennsylvania (Tenure awarded in 1988, promotion to Full Professor 1991). The professor in charge is responsible for coordination and leadership of the Higher Education program's seven faculty in the areas of curriculum, admission, and policy development. During this time period, the curriculum of the program was revised and updated, and a symbiotic relationship was fostered between the program and the Center for the Study of Higher Education. The program in higher education moved from a ranking of 3rd in the country to being the top ranked program.

1984 to present, Research Associate and Senior Scientist the Center for the Study of Higher Education, The Pennsylvania State University, University Park, Pa 16802.

1980 to 1984, Associate Professor, Center for the Study of Higher Education, University of Virginia, Charlottesville, Virginia.

1977 to 1980, Associate Professor, Adult and Higher Education, Montana State University, Bozeman, Montana (Tenure awarded January 1979).

1973 to 1976, Assistant Dean of Students; Visiting Lecturer, School of Education, Northwestern University, Evanston, Illinois.

1972 to 1973, Assistant to Dean of Students, University of Wisconsin, Whitewater, Wisconsin.

1970 to 1972, Instructor-Counselor, Reading and Study Skills Center, Indiana University, Bloomington, Indiana.

1967 to 1970, Assistant to Dean of Students and Residence Hall Director, University of Wisconsin, Whitewater, Wisconsin.

CONSULTING ACTIVITY

1999 to 2000 Expert witness on promotion and tenure case. Judge ruled in favor of Dr. Galiatsatos in *Galiatsatos v. University of Akron, et al.* Court of Claims of 96-11114 finding procedural violations in the tenure process and ordering reinstatement to the faculty member, a new tenure review, back pay, and damages. The decision of the Court of Claims of Ohio overturned that ruling.

May 2, 2000 - August 3, 2000. Consultant for the Youth and Education Division of W. K. Kellogg Foundation. The task involved assisting in the development of a strategic plan for the Youth and Education Division for the next 5 years. Specifically to assist in the integration of The Kellogg Commission on engaged institutions goals into the plan's strategies for Youth and Education.

OUTREACH ACTIVITY

2010 TO PRESENT. Founder of the Academic Leadership Academy at Penn State University.

The purpose of the Academy is to develop and refine the leadership and management skills of academic administrator in colleges and universities. The yearlong academy program includes a one week onsite session held on the campus of Penn State and 6 virtual sessions during the next academic year. Participants come from a diversity of institutional types and are provided with an opportunity to hone skills and develop a network of colleagues for the exchange of ideas and problem solving.

2008. Coordinator of the Institutional Research Certificate program offered through the World Campus at Penn State University.

RESEARCH AND CREATIVE ACCOMPLISHMENTS

Books or Parts of Books

Hendrickson, R. M., and Mangum, R. S., *Governing Board and Administrator Liability*, ERIC-ASHE, 120 pp., 1977. [A refereed monograph]

Hendrickson, R. M., "Legal Aspects of Faculty Reduction: In Hample, S. (ed.), *New Directions for Institutional Research: Coping with Faculty Reduction*. San Francisco: Jossey-Bass, 1981.

Hendrickson, R. M., and Lee, B. A., *Academic Employment and Retrenchment: Judicial Review and Administrative Action*. ASHE-ERIC Higher Education Research Report #8. Washington, DC: Association for the Study of Higher Education, 1983, 122 pp. [A refereed monograph series]

Hendrickson, R. M., "Higher Education." In Piele, P. K. (ed.), *Yearbook of School Law 1983*. Topeka, KS: National Organization on Legal Problems of Education, 1983, pp. 291-321.

Hendrickson, R. M., "Higher Education." In Piele, P. K. (ed.), *Yearbook of School Law 1984*. Topeka, KS: National Organization on Legal Problems of Education, 1985, pp. 278-318,

Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of school Law 1985*, Topeka, KS: National Organization on Legal Problems of Education, 1986, pp. 300-353.

Hendrickson, R. M. and Gibbs, A., *The College, the Constitution, and the Consumer Student: Implications for Policy and Practice*. ASHE-ERIC Higher Education Report No. 7. Washington, DC: Association for the Study of Higher Education, 1986. [A refereed monograph series]

Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of School Law 1986*. Topeka, KS: National Organization on Legal Problems of Education, 1986.

Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of School Law 1987*. Topeka, KS: National Organization on Legal Problems of Education, 1987.

Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1988*. Topeka, KS: National Organization on Legal Problems of Education, 1988.

Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1989*. Topeka, KS: National Organization on Legal Problems of Education, 1989.

- Hendrickson, R. M., "Admissions in Higher Education." *Case Citations 1990*, National Organization on Legal Problems in Education, 1990.
- Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1990*. Topeka, KS: National Organization on Legal Problems of Education, 1990.
- Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1991*. Topeka, KS: National Organization on Legal Problems of Education (1991).
- Hendrickson, R. M., *The Colleges, Their Constituencies, and the Courts*. Topeka, KS: National Organization on Legal Problems of Education (1991), 167 pp.
- Hendrickson, R. M., "Discrimination in Employment." *Case Citations 1991*, National Organization on Legal Problems of Education, 1991.
- Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1992*. Topeka, KS: National Organization on Legal Problems of Education (1992).
- Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1993*. Topeka, KS: National Organization on Legal Problems of Education (1993).
- Hendrickson, R. M., "Higher Education." In Thomas, S. B. (ed.), *The Yearbook of Education Law 1994*. Topeka, KS: National Organization on Legal Problems of Education (1994).
- Hendrickson, R. M., "Higher Education." In Russo, C. J. (ed.), *The Yearbook of Education Law 1995*. Topeka, KS: National Organization on Legal Problems of Education (1995).
- Hendrickson, R. M., "Higher Education." In Russo, C. J. (ed.), *The Yearbook of Education Law 1996*. Topeka, KS: National Organization on Legal Problems of Education (1996).
- Hendrickson, R. M., "The Bell Curve, Affirmative Action, and the Quest for Equity." In Kincheloe, J. L., Steinberg, S. R., and Gresson, A. D. (eds.), *Measured Lies*. New York: St. Martin's Press (1996).
- Hendrickson, R. M., "Higher Education." In Russo, C. J. (ed.), *The Yearbook of Education Law 1997*. Dayton, OH: Education Law Association (1997).
- Hendrickson, R. M., "Higher Education." In Russo, C. J. (ed.), *The Yearbook of Education Law 1998*. Dayton, OH: Education Law Association (1998).
- Hendrickson, R. M., *The Colleges, Their Constituencies and the Courts*, 2nd edition. An expanded version of the 1st edition. Dayton, OH: Education Law Association (1999).
- Hendrickson, R.M., "Racial Balance vs. A Unitary System," In Brown, M. Christopher, *The Quest To Define Collegiate Desegregation*. Westport, CT: Greenwood Publishing Group (1999). This book is from Dr. Brown's dissertation which was directed by Robert Hendrickson.
- Hendrickson, R. M. (2002). Chapter: Federal Legal Issues. In Forest & Kinser, Eds., *Encyclopedia of Higher Education in the United States*. ABC-CLIO Publishers., pp. 246-253.
- Alexander, Laurence, Beckham, Joeseeph, Hendrickson, R.M. Melear, K.B. (2010). *Students & First Amendment Rights*. Education Law Association, Dayton, Ohio. (equal contribution from authors)

Robert M. Hendrickson, Jason E. Lane, James T. Harris, Richard H. Dorman (2012). *Academic Leadership and Governance of Higher Education: A Guide for Trustees, Leaders, and Aspiring Leaders of Two- and Four-Year Institutions*. Stylus Publishers, LLC, Sterling, Va.

Articles Published in Refereed Journals

Hendrickson, R. M., "State Action and Private Higher Education," *Journal of Law and Education*, Vol. 2(1), January 1973, 53-75.

Hendrickson, R. M., and Jones, M. E., "Non-Resident Tuition: Students' Rights v. State Fiscal Integrity," *Journal of Law and Education*, Vol. 2(3), July 1973, 443-460.

Hendrickson, R. M., "A Theory of Student Protest," *The NASPA Journal*, Winter 1974, 42-49.

Hendrickson, R. M., "Montana Indians Develop Post-Secondary Institutions on the Reservation," *Insight*, Vol. 1(2), Summer 1978, 22-27.

Hendrickson, R. M., "Faculty Issues in the Eighties," *Phi Delta Kappan*, Vol. 62, January 1982, 338-341.

Hendrickson, R. M., "504 and the Davis Case: A Response to the Deans' Dilemma," *The NASPA Journal*, Vol. 19, Winter 1982, 47-51.

Hendrickson, R. M., "Counselor Liability: Does the Risk Require Insurance?" *APGA Journal*, December 1982, 205-210.

Lawe, C., Haviland, M., and Hendrickson, R. M., "Defined Systems of Supervision and Set Procedures and Networks for Referral," *Journal of College Student Personnel*, Vol. 24, September 1983, 472-473.

Hendrickson, R. M., "State Immunity v. Federal Prerogatives Under the Commerce Clause: EEOC v. Wyoming," *West's Education Law Reporter*, Vol. 14, 1984, 431-435.

Hendrickson, R. M., "The Grove City College Case: The Saga of Title IX Litigation," *West's Education Law Reporter*, Vol. 17, 1984, 745-750.

Hendrickson, R. M., and Bartkovich, J. P., "Organizational Systematics: Toward a Classification Scheme for Postsecondary Institutions," *The Review of Higher Education*, Vol. 9, Spring 1986, 303-324.

Hendrickson, R. M., and Gilmore, J. L., "Universities in the Sunshine: Survey and Analysis of Court Cases Applying State Open Meeting and Freedom of Information Acts to Public Colleges and Universities," *Capstone Journal of Education*, Vol. VI, No. 2, Winter/Spring 1986.

Hendrickson, R. M., "Removing Tenured Faculty for Cause," *West's Education Law Reporter*, Vol. 44, April 1988, 483-494.

Hendrickson, R. M., "La Libertad Acadernica en la Educacion Superior de los Estados Unidos: En Continuo Desarrollo." *Ciencia y Sociedad*, Vol. 13(3), July-September 1988, 346-355.

Hendrickson, R. M., "Legal Issues Surrounding the Tenure Decision in Higher Education," *West's Education Law Reporter*, Vol. 58, March 1990, 433-443.

Hendrickson, R. M., Lee, B., Loomis, F., and Olswang, S., "The Impact of the Civil Rights Restoration Act on Higher Education," *West's Education Law Reporter*, Vol. 60(3), August 1990, 671-690.

Hendrickson, R. M., "Academic Freedom and Access to Promotion and Tenure Files," *University of Pa. v. E.E.O.C.*, 110 S. Ct. 577, *West's Education Law Reporter*, Vol. 61(2), September 1990, 409-415.

Hendrickson, R. M. (1999). Mandatory Student Fees Collide with First Amendment Speech Rights, *Developments*, 25(5), p. 8.

Hendrickson, R. M. (2000). Sexual Abuse, Violence and Institutional Liability, *Developments*, 25(7).

Hendrickson, R. M. (2000). Rethinking Affirmative Action: Redefining Compelling State Interest and Merit Admission, *Peabody Journal of Education*.

Lane, J.E. Hendrickson, R.M. Brown, M.C. (2003). "Sovereign Immunity and Public Education". *West Education Law Reporter*, 182 pp. 7-13.

Lane, J.E. Hendrickson, R.M. (2005). "Digital Copyrights and Student file Sharing: Educational Responsibilities and Legal Liability for Schools, Colleges, and Universities". *West Education Law Reporter*, 199 pp. 19-26.

Articles Published in Non-Refereed Journals

Hendrickson, R. M., and Mangum, R. S., "The Death of Private Philanthropy: An Analysis of Jackson v. the Statler Foundations," *Illinois Bar Journal*, Vol. 63, July 1975, 628-633.

Hendrickson, R. M., "Private Higher Education and the State: The Developing Interdependent Relationship," *Viewpoints* (Bulletin of the School of Education, Indiana University), Vol. 52, 1976, 65-72.

Hendrickson, R. M., "Five Reasons for Faculty Tension," *AGB Reports*, Vol. 24, May/June 1982, 25-30.

Williams, R. L., and Hendrickson, R. M., "The Surge of Public University Fund Raising: Institutions Prestige—Much More Than an Institutions Classification as a 'Public' or 'Private'—is the Key to Success." *AGB Reports*, November/December 1986, 20-23.

Hendrickson, R. M., "Employment Issues: First Amendment Speech v. Employee Speech," *NOLPE Notes*, Vol. 24(12), December 1989, 1-3.

Hendrickson, R. M., "Sexual Harassment Policy Collides with Academic Freedom," *ACPA Developments*, August 1996.

Hendrickson, R. M., "Academic Dismissals and Academic Dishonest: How Much Process is Due?," *ACPA Developments*, May 1997.

Hendrickson, R. M., "Student Participation in High-Risk Sports: Institutional Liability, *ACPA Developments*, January 1998.

Hendrickson, R. M., "Somnolent Samantha: The Epidemic of Learning Disabilities - the Bias of One College President." *ACPA Development*, August 1998.

Hendrickson, R.M., "Mandatory Student Fees Collide with First Amendment Speech Rights." *ACPA Developments*, February 1999.

- Hendrickson, R. M., "Institutional Fiduciary Duty in Study Abroad Programs." *ACPA Developments*, September 1999.
- Hendrickson, R. M., "Violence Against Women and Student to Student Sexual Harassment." *ACPA Developments*, May 2000.
- Hendrickson, R. M., "How Much Process is Due at Private Institutions?" *ACPA Developments*, February 2001.
- Hendrickson, R. M. "Affirmative Action in Admission: The Michigan Case." *ACPA Developments*, August 2001.
- Hendrickson, R. M. (2003). Institutional obligations and student rights under FERPA. *ACPA Developments*. 30(1), 7, 9.
- Hendrickson, R.M. Lane, J.E. (2003). "The New National Determinants for Using Race in Collegiate Admissions". *Illinois State School Law Quarterly*, 24(3) pp. 1-7.
- Hendrickson, R. M. (2003). Student Diversity at college and universities is a "compelling state interest." *ACPA Developments*. 30(3), 3, 11.
- Hendrickson, R. M. (2004). Sexual orientation discrimination and United States military recruiters. *ACPA Developments*. 31(1), 5-6.
- Lane, J.E. Hendrickson, R.M. Brown, M.C. (2004). "Sovereign Immunity and Public Education". *Education Law Association Notes*, 39(4) pp 3-5, 14-15.
- Hendrickson, R. M. (2004). Students' downloading of music creates legal issues. *ACPA Developments*. 31(3), 5.
- Hendrickson, R. M. (2005). Access for military recruitment on college and university campuses is still in flux. *ACPA Developments*. 32(1), 7, 12.
- Hendrickson, R. M. (2005). When does a collegiate newspaper adviser have first amendment rights?. *ACPA Developments*. 33(3).
- Hendrickson, R. M. (2006). Disciplinary due process in sexual assault cases: Balancing the rights of the victim and the rights of accused. *ACPA Developments*. 33(1).
- Lane, J.E. Hendrickson, R.M. (2006). "Digital Copyrights and Student File Sharing: Educational Responsibilities and Legal Liability for Schools, Colleges, and Universities". *Education Law Association Notes*, 41(3) pp. 12-15.
- Hendrickson, R.M. (2007). Student Organizations Recognition: Discrimination Versus First Amendment Rights. *ACPA Developments*, 2007(Fall) , 3-4
- Hendrickson, R.M. (2008). The Cleary Act: Institutional Duty to Warn. *ACPA Developments*, 2008(Spring), 3-4.
- Hendrickson, R.M. (2008). The Epidemic of Academic Cheating and Plagiarism on the College Campus. *ACPA Developments (Fall)*,
<http://www.myacpa.org/pub/developments/article2.php?content=legal>
- Hendrickson, R.M (2009) The allocation of mandatory student fees. *ACPA Developments*. (Spring). <http://www.myacpa.org/pub/developments/article2.php?content=legal>

Book Reviews:

“Students and State Borders: By Robert F. Carbone,” *Journal of Law and Education*, Vol. 3(3), 1974, 481-483.

“Bakke, Defunis, and Minority Admission: By Allan P. Lindler,” *Journal of Law and Education*, Vol. 11(3), July 1982, 429-432.

“Sports and Law Contemporary Issues: By Herb Appenzeller,” *Journal of Law and Education*, Fall 1986.

“Higher Education Research and Public Policy: By Justiz & Bork (Eds.),” *Educational Studies*, Vol. 21., Spring 1990, 29-32.

Reviewer of proposed third edition of *Law of Higher Education*, by William A. Kaplan published by Jossey-Bass, October 1990.

Research Reports to Sponsors

Hendrickson, R. M., and Mangum, R. S., *The State and Private Higher Education: Interdependence and State Action*, for the Carnegie Council on Higher Education, 1975. ERIC Clearinghouse on Higher Education, ED 148 284, 1978, 231 pp.

Hendrickson, R. M., Needs Assessment Adult Basic Education Training Needs for Teachers of Adult Education in Montana. Bureau of Educational Research, Montana State University, 1978.

Fairweather, J., Hendrickson, R., and Russell, S., “Patterns of Faculty Separation and Retirement.” *Special Issue Reports from the 1988 National Survey of Postsecondary Faculty*, pp. 1/1 - 1/33. Washington, DC: U.S. Department of Education, 1990. Report for the National Center for Education Statistics.

Hendrickson, R. M., “Part-time Faculty in Higher Education.” *Special Issue Reports from the 1988 National Survey of Postsecondary Faculty*, pp. 5/1-5/31. Washington, DC: Department of Education, 1990. Report for the National Center for Education Statistics.

Hendrickson, R. M., “Faculty Activities and Workload.” *Special Issue Reports from the 1988 National Survey of Postsecondary Faculty* 2/1-2/37. Washington, DC: U.S. Department of Education, 1990. Report for the National Center for Education Statistics.

Hendrickson, R. M., “Issue Report 3: Faculty Compensation,” *Special Issue Reports from the 1988 National Survey of Postsecondary Faculty*. Washington, DC: National Center for Education Statistics, 1990.

Hendrickson, R. M., “Issue Report 4: Women and Minorities in Higher Education,” *Special Issue Reports from the 1988 National Survey of Postsecondary Faculty*. Washington, DC: National Center for Education Statistics, 1990.

Hendrickson, R. M., Garland, P. and Sewell, M. State Legislation and State Level Policy Affecting Community, Junior and Two Year Technical College Education. Center for the Study of Higher Education, University Park, PA (1991).

SCHOLARSHIP AND MASTERY OF SUBJECT MATTER

Participation in Workshops

Keynote Speaker, Preventative Law Conference co-sponsored by the University of Virginia and ERIC Clearinghouse on Higher Education in 1979, while on the faculty of Montana State University.

“Contingency View on Organizational Theory,” presented at Management Workshops at the University of Virginia, Summers of 1982, 1983, 1984.

“Legal Issues in Higher Education: Faculty Employment Issues,” presented at Management Workshops at the University of Virginia, Summers of 1982, 1983, 1984.

Presentations

“Legal Liability in Higher Education,” National Association of Student Personnel Administrators National Conference, Kansas City, Missouri, April 1978.

“Administrator and Trustee Liability,” Mini-Session, American Association of Higher Education National Conference, Chicago, Illinois, March 1978.

“The Law and Student Personnel Administration,” Regions V and VI, National Association of Student Personnel Administrators National Conference, San Francisco, California, January 1979.

“Legal Liability in Higher Education,” Keynote Address, Preventative Law Conference for Mid-Atlantic States, Washington, DC, March 1979.

“Competencies for Entry Level Professionals: Implications of a Recent Study,” National Association of Student Personnel Administrators National Conference, Los Angeles, California, April 1980.

“Legal Liability: A Pressure on Academe in the 1980s,” National Association of Student Personnel Administrators National Conference, Los Angeles, California, April 1980.

“Fair Practices and Institutional Prerogatives in Higher Education” (with Annette Gibbs), National Association of Student Personnel Administrators National Conference, New York, New York, April 1981.

“A Contingency View of Organizational Theory in Higher Education,” Management 82 Symposium sponsored by Center for Higher Education, Kent State University, Kent, Ohio, April, 1982.

“Organizational Systematics: Toward a Classification Scheme for Postsecondary Institutions,” Association for the Study of Higher Education Annual Meeting Research Paper, 1984. (On file with ERIC Clearinghouse on Higher Education, ED 245 606.)

“The Changing Relationship Between Colleges and Students” (with Annette Gibbs and Arthur Sandeen), Association for the Study of Higher Education National Conference, San Diego, California, February 1987.

“The College, The Constitution and The Consumer Student” (with Annette Gibbs and Walter Hobbs), National Association of Student Personnel Administrators National Conference held jointly with the Association of College Personnel Administrators National Conference, Chicago, Illinois, March 1987.

- “Termination of Tenured Faculty for Cause,” National Organization on Legal Problems in Education Annual Conference, New Orleans, November 1987.
- “An Analysis of Structural and Decision Making Factors at Institutions Affected by the Yeshiva Case,” Association for the Study of Higher Education National Meeting, Baltimore, November 1987.
- “Alternative Model for Assessment of Organizational Effectiveness for Higher Education Institutions in Developing Countries” (With Miguel Escala and James Fairweather), Association for the Study of Higher Education Annual Conference, St. Louis, November 1988.
- “Legal Issues Involved in the Dismissal of Tenure Track Faculty,” National Organization on Legal Problems in Education Annual Conference, Washington, DC, November 1988.
- “Equity and the Law: The Impact of the Civil Rights Restoration Act of 1988” (with Barbara Lee, Frederick Loomis, and Steven Olswang), Association for the Study of Higher Education Annual Conference, Atlanta, November 1989.
- “Faculty Employment Issues: First Amendment Speech v. Employee Speech,” National Organization on Legal Problems in Education Annual Conference, San Francisco, November 1989.
- “Impact of the Civil Rights Restoration Act on Higher Education,” Association for the Study of Higher Education, Atlanta, November 1989.
- “First Amendment Speech v. Employee Speech,” Graduate Lecture Series, The Pennsylvania State University, January 1990.
- “Tenure and Academic Freedom: New Threats and Challenges” (with Barbara Lee and Steven Olswang), Distinguished Symposium, Association for the Study of Higher Education, Portland, OR, November 1990.
- “Title VI and Equity in State Systems of Higher Education,” National Organization on Legal Problems in Education, San Antonio, TX, November 1990.
- “Denial of Tenure and Promotion in Higher Education,” National Organization on Legal Problems in Education, Scottsdale, AZ, November 1992.
- “The Quest for Equity in State Systems of Higher Education,” Association for the Study of Higher Education, Minneapolis, MN, October 1992.
- “Academic Freedom and Faculty Speech: The Source and Scope of Faculty Rights in Higher Education” (with Terrence Leas), National Organization on Legal Problems in Education, Philadelphia, PA, November 1993.
- “The Uncapping of Mandatory Retirement: Tenured Faculty and Retirement Incentives” (with Melinda Sewell), National Organization on Legal Issues in Education, San Diego, CA, November 1994.
- “The Fordice Case and Historically Black Colleges” (with M. Christopher Brown), Association for the Study of Higher Education, 1995.
- “Federal Patrols at State Borders: The Disestablishment of Dual Systems of Higher Education” (with M. Christopher Brown), American Association for Higher Education, 1995.

- “Changing Affirmative Action Policies in Higher Education” (with M. Christopher Brown, Monique Claque, Olivas Michael), Association for the Study of Higher Education, 1996.
- “Recent Student Dismissals and Other Issues” (with M. Christopher Brown, Terrence Leas, Darryl K. Jones, Virginia Nordin), National Organization on Legal Problems in Education, 1996.
- “Title VI and Higher Education: Policy Perspectives on Compliance and the Future of Public Black Colleges” (with M. Christopher Brown, Bryce Jordan, Frederick Loomis, James Stewart, Patrick Terenzini), Association for the Study of Higher Education, 1997.
- “Is there a Reasonable Standard for Sexual Harassment in Higher Education” (with M. Christopher Brown, Darryl Jones, Terrance Leas), Education Law Association, 1997.
- “Access to Peer Review Materials and the Promotion and Tenure Process” (with Christopher Brown, Ben Baez, Virginia Davis-Nordin), Education Law Association, 1999.
- “Affirmative Action in Admission,” Education Law Association, 2000.
- “Higher Education and Affirmative Action” (co-chaired) (with E. Kellerman, L. Cornelius, V. Nordin, B. Baez, C. Brown), The 46th Annual Conference of the Education Law Association, Atlanta, GA, November 2000.
- “In Pursuit of Access: Pluralism, Public Policy, and Postsecondary Education,” From Theory to Practice: An Anniversary Symposium Celebrating Thirty-Five Years of the Center for the Study of Higher Education and Fifty Years of the Higher Education Program at Penn State University, University Park, PA, June 2000.
- "Sovereign Immunity and Public Higher Education". (with M. C. Brown and Jason Lane) Dayton/Education Law Association, OH: Balancing Rights: Education Law in a Brave New World -- 2001 Conference Papers.
- "The New National Determinants for Using Race in Collegiate Admissions". (with Jason Lane) Dayton/Education Law Association, OH: Winds of Change -- 2002 Conference Paper.
- "Music, E-mail, and the Internet: Student Privacy and University Liability". (with Jason Lane) Dayton/Education Law Association, OH: Brown v. Board of Education at 50 -- 2003 Conference Paper.

Speaking Engagements and Consulting

- Workshop on “Legal Issues in Faculty Employment,” presenter, Summer 1984, University of Virginia.
- Speech before Higher Education Alumni Annual Meeting in 1982 at Indiana University on “Faculty Issues in the Eighties,” paper later published in *Phi Delta Kappan*, Vol. 62, pp. 33 8-341, and in *AGB Report*, Vol. 24, pp. 25-30.
- “Student Affairs Legal Issues: Legal Liability,” presented to University of San Francisco Student Affairs Staff, June 1979.
- Anne Arundel Community College, Arnold, Maryland, July 22, 1984, and October 9, 1984; consulting to review contracts, employment practices of the college, and educate staff on legal issues of faculty employment.

“Faculty Employment Issues: First Amendment Speech v. Employee Speech,” Graduate Lecture Series, The Pennsylvania State University, January 1990.

Evaluation of Student Affairs Division at Northwestern University, April 1989.

Presenter on Legal Issues for Department Heads, for Department Chairs Academy, University of Toledo, Ohio, Fall 1992.

Presenter for Residence Hall Coordinators on Liability Issues in Residence Halls, The Pennsylvania State University, Spring 1993.

“Legal Issues for Academic Administrators,” Academic Leadership Forum, The Pennsylvania State University, November 1997.

“Strategic Planning: Increasing Involvement in the Planning Process,” workshop sponsored by the University Committee on Strategic Planning, September 1998.

Expert witness in a promotion and tenure case. *Galiatsatos v. University of Akron* (representing *Galiatsatos*). Decision in Favor of Plaintiff issued February 9, 1999.

“Legal Issues in Higher Education,” including copyright, disability law, FIRPA, promotion and tenure, sexual harassment, and issues of confidentiality. Fall Orientation Session for the Faculty of Marion College, Fond DuLac, Wisconsin, September 1999.

“The Key Policy Issues Facing Higher Education,” Keynote Address, Big 10 Print Managers and University Mail Managers Association Annual Conference, September 1999.

Expert witness in damage phase of *Galiatsatos v. University of Akron*, (representing *Galiatsatos*) trial docketed for March 2000.

Grants

\$3000. Principal Investigator, State-Private Higher Education Relationships, Carnegie Council on Higher Education, 1975.

\$137,297. Researcher, National Faculty Survey, Center for Educational Statistics, U.S. Department of Education, 1988.

\$250,000. Co Principal Investigator, NSF Veterans Participation in Engineering grant (2009).

\$250,000. Co Principal Investigator in collaboration with Rutgers University and the Tata Institute, University of Mumbai, Capitalizing on the Demographic Dividend: Enhancing Talent Development Capacity for India and the US in the 21st Century, (2012 to 2014).

SERVICE TO THE PROFESSION

Memberships in Organizations

Phi Delta Kappa AERA, American Educational Research Association

ASHE, Association for the Study of Higher Education

NASPA, National Association of Student Personnel Administrators

AAHE, American Association of Higher Education

ELA, Education Law Association (formerly NOLPE, National Organization on Legal Problems in Education)

Committee Work

- AERA:** 1982--Reviewer, Division J Program Committee
 1983--Reviewer, Division J Program Committee
 1984--Reviewer, Division J Program Committee
 1989--Reviewer, Division J Program Committee
 1990--Reviewer, Division J Program Committee
 1997--Reviewer, Division J Program Committee
 1998--Reviewer, Division J Program Committee
- ASHE:** 1983 --Chairperson, Dissertation Awards Committee
 1984--Chairperson, Dissertation Awards Committee
 1984--Member, Committee on Curriculum, Instruction, and Learning
 1985--Chairperson, Membership Committee
 1986--Chairperson, Research Paper Proposals Committee, National Conference
 1987--Reviewer, Symposium Committee, National Conference
 1989--Reviewer, Research Papers Committee
 1990--Reviewer, Research Papers Committee
 1991, 1992, 1993--Chair, Program Heads Committee
 1991, 1992, 1993--Member, Task Force to Review Higher Education Programs
 1993--Reviewer, Research Papers Committee, National Conference
 1994, 1995--Chair, Program Heads Committee
 1996--Founder, Council for the Advancement of Higher Education Programs, CAHEP (standing committee of the Association replaces program directors)
 1997--Nominations Committee for CAHEP Officers
 1998--Reviewer, Research Papers Committee
 2003 Reviewer national conference papers
 2008 Reviewer national conference papers
- ELA (formerly NOLPE)**
 1990--Chair, Membership Committee
 1990, 1991, 1992, 1993--Member, Board of Directors
 1991--Program Chair, National Conference
 1992, 1993--National Conference Committee
 1996--Chair, Dissertation Award Committee
 1997, 1998, 1999--State Chair Membership Committee
 1999--Member Dissertation Awards Committee
 2008, 2009 Reviewer Conference papers

Editorial

- 1994-present, Editorial Reviewer, Journal of Higher Education
 1993-present, Editorial Review Board, ERIC/ASHE Monograph Series
 1994, 1995, 1997, OERI Reader, Field Initiated Research Grants

Consultant

- 2000, Consultant Youth & Education Unit of Kellogg Foundation

2008 Consultant Wellsboro School District

Service to the University

1985 to 1994--Professor in Charge, Higher Education Program
 1984, 1985, 1986--Faculty Council Committee on Graduate Studies, College of Education
 1986--Elections Commission Member
 1986, 1987, 1988, 1989, 1993--Member, Faculty Council, College of Education
 1986, 1987, 1988 (Vice-Chair), 1989 (Chair)--Faculty Council, College of Education
 1988, 1989, 1990, 1991--Chair, Admissions Committee, Higher Education Program
 1988, 1989, 1990, 1992--Member, Executive Committee, College of Education, Faculty Council
 1988, 1989--Board Member, Journal of Distance Education
 1988, 1989, 1990--Promotion and Tenure Committee, Division of Education Policy Studies
 1989--Member, Center for the Study of Higher Education Director Search Committee
 1989--Member, Dean of the College of Education Search Committee
 1990--Chair, Ad Hoc Committee on College of Education Reorganization
 1990, 1992--Chair, Enrollment Management Committee, Higher Education Program
 1991, 1992, 1993 --Chair, Academic Policy Committee, College of Education, Faculty Council
 1991-92, 1992-93--Chair, Promotion & Tenure Committee, College of Education
 1995--Strategic Planning Committee, College of Education
 1996--Strategic Planning Committee, College of Education
 1997--Strategic Planning Committee, College of Education, member of writing committee
 1998-- Strategic Planning Committee, College of Education
 1999-- Strategic Planning Committee, College of Education
 1998--University Academic Leadership Forum Planning Committee
 2000-- Teaching and Learning Consortium: Chair, TA Team; Member, Steering Committee; Member, Coordination Team
 2001 to 2007 Member of graduate school advisory committee
 2001 to 2007 University Research Council
 2001 to 2007 Graduate Council Subcommittee on New and revised programs
 2001 to 2007 Representative of the Deans Office to Faculty Council
 2001 to 2007 College of Education Committee on diversity and multiculturalism.

Service to the Public and Community

Parks and Recreation Soccer Coach
 1984 3rd/4th grades
 1985 7th/8th grades
 1986 9th/10th grades
 Committee Chair, Combined Boy Scouts/Girl Scouts Troop 361, 1985-87
 Member, Boy Scouts of America
 Member, Girl Scouts of America
 Member, Parish Council, Good Shepherd Church, 1991, 1992, 1997, 1998
 State College Centre Soccer Club
 Founding President, 1988, 1989
 Board of Directors, 1990, 1991, 1992, 1993
 Coach, Traveling Soccer Team "The Blues," 1988, 1990, 1991, 1992, 1993
 Chair, Coaches and Teams Committee, 1990, 1991, 1992, 1993

State College Youth Ice Hockey Association President, 1990, 1991

2001 to 2007 Member of Board of Trustees, Defiance College, Defiance, Ohio

2002 to 2007 Board of School Director State College Area School District