

RESUMÉ

I. UNIVERSITY RELATED EXPERIENCE

A. GENERAL INFORMATION

Name: Ronald W. Rebore, Ph.D.

Administrative Position: Senior Associate Dean for Academic Affairs in the Graduate School

Rank: Tenured Professor

College: College of Public Service

Department: Department of Educational Leadership and Higher Education

Appointments: Graduate Faculty
Ph.D. Mentor
Ed.D. Mentor

Degrees Earned: Ph.D. in Educational Administration
Saint Louis University, 1973

Ed.M. in Counseling and Guidance
Saint Louis University, 1969

A.B. in Philosophy
Cardinal Glennon College, 1965

University Experience

Saint Louis University, 2007 - Present

Saint Louis University, 2004 – 2007
Associate Dean for Academic Affairs in the Graduate School

Saint Louis University, 1996 – Present
Professor in the Department of Educational Leadership and Higher Education

Saint Louis University, 1986-96
Adjunct Assistant Professor in the Department of Educational Leadership and Higher Education

University of Missouri at St. Louis, 1981-86
Adjunct Assistant Professor in the Department of Educational Studies

University of Missouri at St. Louis, 1978-80
Assistant Professor in the Department of Educational Studies

Fontbonne College, 1969-70
Admissions Counselor

Membership in Professional Organizations

American Educational Research Association
Council of Graduate Schools
Midwest Association of Graduate Schools
Midwest Suburban Superintendents Association
Missouri Association of School Business Officials

Professional Registration

I am a Registered School Business Administrator with the Association of School Business Officials International.

National Council for the Accreditation of Teacher Education Certification

I have the following certifications:

Superintendent of Schools
Secondary School Principal
Secondary School Guidance Counselor
School Psychological Examiner
Secondary School English and Social Studies Teacher

B. UNIVERSITY TEACHING

Graduate Courses Taught

Although the course numbers have been changed, I have taught the following courses:

EDAA-633: Communication and Professional Writing
EDAA-697: Research Topics in Educational Administration
EDAA-614: The Politics of Education
EDAA-639: The Ethics of Educational Leadership
EDAA-611: School District Administration
EDAA-573: Professional Staff Development/Evaluation
EDAA-584: Internship: Educational Administration/Superintendency
EDAA-640: Seminar: School Personnel - Personnel Administration

My current responsibility to the Department of Educational Leadership and Higher

Education is to teach *The Ethics of Educational Leadership* course each semester.

Graduate Student Evaluations

Virtually all of the students that I have taught at Saint Louis University have been teachers. The overwhelming majority of these students have become principals, assistant/associate principals, or central office administrators who have the responsibility of evaluating the performance of teachers. Thus they have not only a theoretical but also a practical understanding of the learning-instructional process. The students have been asked to evaluate my teaching effectiveness using a form that promotes anonymity. The evaluations clearly support the conclusion that my teaching performance is highly valued by the students.

New Course Development

Course EDAA-620: The Ethics of Educational Leadership and Course EDAA-600: Communication and Professional Writing are new courses that I developed, which were approved by the University Board of Graduate Studies.

Graduate Student Association Mentorship Award

The quality of my mentorship is exemplified in my having been selected to receive the Graduate Student Association Mentorship Award, which was presented to me at the Graduate School Pre-Commencement Ceremony in May, 2000. As a mentor I have chaired approximately fifty Ph.D. dissertations and Ed.D. research projects during the past ten year.

C. RESEARCH AND SCHOLARSHIP

My research has produced forty-three publications that include ten books, one of which is in its eighth edition. *All these publications have been refereed except the four abstracts and the electronic Websites. However, the four abstracts are the product of refereed professional presentations and one Website supports a refereed book.*

Over the last ten years, my research has become more focused on the human dimensions rather than the technical dimensions of educational leadership. Thus through my research I have been able to meld together my background in philosophy and counseling with that of educational leadership.

Ph.D. Dissertation Research

The Perceptions of Superintendents and Presidents of School Boards in Selected School Districts of Missouri Concerning the Role of the Superintendent in Professional Negotiations (Saint Louis University, 1973).

Publications

Books

An Evidence-Based Approach to the Practice of Educational Leadership, Boston: Allyn and Bacon, 2007. Co-authored with Dr. Angela Walmsley.

Problem-Based Learning Exercises for Human Resources Administration in Education: A Management Approach, Boston: Allyn and Bacon, 2007.

A Human Relations Approach to the Practice of Educational Leadership, Boston: Allyn and Bacon, 2003.

The Ethics of Educational Leadership, Columbus, Ohio: Merrill/Prentice Hall, 2001.

Personnel Administration in Education: A Management Approach. New Jersey: Prentice-Hall, Inc., 1982.

Second Edition, New Jersey: Prentice-Hall, Inc., 1987.

Third Edition, New Jersey: Prentice-Hall, Inc., 1991.

Fourth Edition, Boston: Allyn and Bacon, 1995.

Fifth Edition, Boston: Allyn and Bacon, 1998.

Human Resources Administration in Education: A Management Approach. Sixth Edition, Boston: Allyn and Bacon, 2001. For the sixth edition the title was changed from **Personnel Administration in Education: A Management Approach**.

Seventh Edition, Boston: Allyn and Bacon, 2004.

Eighth Edition, Boston: Allyn and Bacon, 2007.

Foundations of Education: Becoming a Teacher. New Jersey: Prentice-Hall, Inc., 1987. Co-authored with Dr. Paul Travers.

Second Edition, New Jersey: Prentice-Hall, Inc., 1990.

Third Edition, Boston: Allyn and Bacon, 1995.

Fourth Edition, Boston: Allyn and Bacon, 2000.

Instructor's Manual for Foundations of Education: Becoming a Teacher. New Jersey: Prentice-Hall, Inc., 1987. Co-authored with Dr. Paul Travers.

Second Edition, New Jersey: Prentice-Hall, Inc., 1990.

Third Edition, Boston: Allyn and Bacon, 1995.
Fourth Edition, Boston: Allyn and Bacon, 2000.

Introduction to Financial and Business Administration in Public Education,
Boston: Allyn and Bacon, 1993. Co-authored with Dr. William Rebore.

Educational Administration: A Management Approach. New Jersey:
Prentice-Hall, Inc., 1985.

A Handbook for School Board Members. New Jersey: Prentice-Hall, Inc.,
1984.

Book Translations

In 2006 I consulted with the editor of Pearson Education Asia Limited and China Light Industry Press in the translation of my book, **A Human Relations Approach to the Practice of Educational Leadership**. I also wrote the Foreword to this edition.

In 2003 I consulted with a team of professors from the Normal University of Beijing who translated the sixth edition of my book, **Human Resources Administration in Education: A Management Approach**, into Chinese. I wrote the Foreword to this edition. The book was published by the Chongqing University Press.

Contributions to Books

Cocking Lecture: The Place of the Furies in Educational Leadership, a chapter in **National Summit on School Leadership: Crediting the Past, Challenging the Present, And Changing the Future**, Lanham, Maryland: Rowman & Littlefield Education, 2005.

Research Concerning Ethical Issues in Catholic Higher Education, a chapter in **A Handbook of Research on Catholic Higher Education**, edited by Thomas C. Hunt, Ellis A. Joseph, Ronald J. Nuzzi, and John O. Geiger. Westport, Connecticut: Greenwood Publishing Group, Inc., 2003.

Human Resource Administration in the Third Millennium, an expert section in **Educational Administration: A Problem-Based Approach** by William G. Cunningham and Paula A. Cordeiro. Boston: Allyn and Bacon, 2000.

Book Review

Spiritlinking Leadership: Working Through Resistance to Organizational Change, **Catholic Education: A Journal of Inquiry and Practice**, March 2000, Vol. 3, No. 3, pp. 403-405.

Articles

The Development of a Catholic Leadership Program at Saint Louis University, Co-authored with Dr. Richard Breslin and Dr. William Rebores, **Catholic Education: A Journal of Inquiry and Practice**, March 1999, Vol. 2, No. 3, pp. 343-352.

Familiarity with the Service System and Perception of Needs in Transition, Co-authored with Richard I. Goldbaum, Gary L. Siegel, and Julie Gates, **Issues in Special Education and Rehabilitation**, 1994, Vol. 9, No. 1, pp. 27-37.

Faculty Leadership in Implementing Public Law 94-142, **Education**, Summer, 1980, Vol. 100, No. 4, pp. 395-397.

Societal Trends: Implications for Teacher Preparation Programs, **Eastern Illinois University Education Journal**, Fall, 1979, Vol. XIII, No. 1, pp. 12-17.

Public Law 94-142 and the Building Principal, **Bulletin of the National Association of Secondary School Principals**, April, 1979. Vol. 63, No. 426, pp. 26-30.

In Pursuit of Federal Money: The Basics, Co-authored with Ms. Dianne Zimmerman, **Eastern Illinois University Education Journal**, Spring, 1979, Vol. XII, No. 2., pp. 14-16.

What Kind of Administrator Are You: Planner or Manager? Co-authored with Dr. Michael Grady, **Eastern Illinois University Education Journal**, Fall, 1977, Vol. XI, No. 1, pp. 9-11.

Abstracts

Unitary Status: What Does it Mean in the St. Louis Desegregation Case? New York: ERIC Document Number UD 033274, 2000.

Effective Fiscal Communication in Coping with the Economic Restraints on Educational Institutions, **Proceedings of the Third Behavioral Studies Conference**, St. Louis: University of Missouri, October, 1980, pp. 47-48.

Meeting Human Needs: A Program-Planning-Budgeting Model, **Proceedings of the Second Behavioral Studies Conference**, St. Louis: University of Missouri, October, 1979, Vol. 2, No. 1, p. 20.

Special Teachers and Educational Foundations, Co-authored with Dr. Paul Travers, **Proceedings of the First Behavioral Studies Conference**, St. Louis: University of Missouri, Fall, 1978, p. 40.

Websites

In 2003 I was asked by the educational leadership editor at Allyn and Bacon to analyze and select thirty articles from the New York Times on leadership that were posted on Allyn and Bacon's Website in Educational Leadership. I developed a Website that supported my book, **Human Resources Administration in Education: A Management Approach**, which was published by Allyn & Bacon, 2000.

Work in Progress

I have a contract to write the following book with Dr. Angela Walmsley, an Associate Professor in the Research Methodology Department:

Practical Spirituality: Considerations for Educational Leadership, Thousand Oaks, California: Corwin Press, in press and forthcoming in 2008.

Grants Received

\$50,000 from the Lilly Endowment in 2001. I served on a committee established by Provost Johnson to develop a Lilly planning grant proposal concerning vocations. I wrote the research component of the grant proposal.

\$1,925,314 from the Lilly Endowment in 2001. I served as the Director of Research in developing the Lilly grant with Provost Johnson. This grant is the funding source for the VOICES Project here at Saint Louis University.

\$500,000 from the Lilly Endowment in 2006. I served as the Chairperson of the Research Team that supported this sustainability grant that will fund the VOICES Project until 2010.

\$25,000 from the Marchetti Jesuit Endowment in 1999 to develop curricula for the Catholic School Leadership Program. I developed and wrote the proposal.

\$5,000 from the Marchetti Jesuit Endowment in 1997 to revise the current Master of Arts degree in Catholic School Leadership and also to plan a doctoral degree program in Catholic School Leadership. I developed and wrote the proposal.

Presentations

Governing the Academy: Who? What? Why? This was a reflection and discussion on the theme of the 2006 Fall Issue of **Conversations on Jesuit Higher Education** sponsored by the Center for Teaching Excellence and the Office of Mission at Saint Louis University, 2006.

Integrity in Teaching. This was a presentation for the Faculty Forum on Integrity

in Teaching and Research sponsored by the Center for Teaching Excellence at Saint Louis University, 2006

The Relationship between Teaching and Research at a Research University. This was a presentation for the Graduate Student Fellows sponsored by the Graduate School at Saint Louis University, 2006.

Public Education: Who Needs It? This was a presentation at the Aquinas Business Forum sponsored by the Aquinas Institute of Theology, 2006.

Upon an invitation from the Ministry of Education in China in 2004, I delivered a series of 12 lectures on American Education at the Normal Universities of Beijing, Nanjing, and South China to approximately 150 graduate students.

Upon an invitation from the National Council of Professors of Educational Administration in 2004, I was invited to delivered the Cocking Lecture at the annual meeting.

With peered review approval, in 2004 I delivered two lectures at the annual convention of the Lutheran Educational Association entitled: Cultural Changes and Leadership; Hiring for Mission: Dos & Don'ts.

In 2004 I lectured on the ethics of leadership to undergraduate students in conjunction with the Last Lecture Series at Saint Louis University.

I served in 2004 as a respondent to the presentation of Anthony Alvarado entitled: Schools Need to Develop Leaders.

How to get Published: The Mechanics of Professional Writing. This was a presentation at the Gateway School Leadership Institute sponsored by the Department of Educational Leadership and Higher Education at Saint Louis University, 1999 and 2000.

How can Justice be Integrated into an Educational System that has as its Objective the Pursuit of Truth. A presentation that I made at the Mid-West Conference of Jesuit Universities, 1999.

The Ethics of Educational Leadership. This was a presentation for the Emerson Electric Center for Business Ethics on Using Ethics Case Studies in the Classroom sponsored by the College of Public Services, 1998.

Human Resources Leadership. This was a presentation for the Haitian Educators Project sponsored by Harris-Stowe State College, 1997 and 1998.

Education for Leadership and the Public Good. This was a presentation at the Public Policy Studies Retreat here at Saint Louis University, 1998.

Evaluating Students. This was a presentation for the Center for Teaching Excellence at Saint Louis University, 1998.

Unitary Status: What Does it Mean in the St. Louis Desegregation Case? This paper was presented at the annual convention of the American Educational Research Association, 1997.

Recruitment and Selection of Personnel. This was a presentation to the administrative staff of the Farmington R-7 School District in Missouri, 1997.

Book Proposal Referee

In 2001 I served as a referee for two book proposals submitted to Merrill/Prentice Hall Publisher.

D. SERVICE

To the Profession of Educational Leadership

In 2006 I was appointed by the Lilly Foundation as an assessment coach for three universities that received Lilly grants through the *Program for the Theological Exploration of Vocation*.

From 2004 to 2006, I was a member of an assessment team that evaluated two literacy programs developed by KETC Channel 9 of the Public Broadcasting System that were implemented in the St. Louis City Public School District.

I served as a peer reviewer in 2004 for the journal, *Catholic Education: A Journal of Inquiry and Practice*.

In 2004 I was interviewed by the Washington Post Newspaper for a story concerning the ethics of educational leaders.

In 2004 I was interviewed by the staff from the American Association of School Administrators for a special edition of *The School Administrator* concerning the ethics of leadership.

In 2003 I participated in a content validity study for a doctoral dissertation at Southern Illinois University at Carbondale. The survey instrument dealt with the Interstate School Leaders Licensure Consortium Standards and Dispositions.

I served on a committee from the School of Public Health in 2003 that developed a course on social responsibility that was offered in the 2004 Spring Semester. I taught a section on applied social justice leadership.

In 2003 I served on the College of Public Service Ethics Core Course Committee, and I taught a section of the course on the social contract to undergraduate students.

In 2000 I served as an advisor to the Rockwood School District in the implementation of Interest Based Bargaining.

In 2001 I served as a facilitator for Interest Based Bargaining in the City of St. Charles School District.

From 1997 to 2001, I served as a referee of research proposals for presentation at the American Educational Research Association Convention, Division L: Educational Policy and Politics.

To Saint Louis University

From 2004 through 2005, I served on the Student Conduct Appeals Board for the Judicial Affairs Office at Saint Louis University.

I was a member of the VOICES Project Committee that awarded faculty grants for projects related to the exploration of vocation in 2003 and 2004.

In 2003 I served on a committee that advised Fr. John Kavanaugh on the writing of a grant presented to the Fund for the Improvement of Postsecondary Education concerning academic integrity.

From 2000 to 2001, I served as the College of Public Service Alternate to the University Institutional Review Board (IRB).

Upon the recommendation of the Graduate School Dean, I was reappointed by the Provost in 2001 for an additional three year term to the University Board of Graduate Studies.

I was a member of the Planning Committee for a Social Justice Conference, which was held at Saint Louis University in April, 2000.

Upon the recommendation of the Graduate School Dean, I was appointed by the Provost in 1998 to a three year term on the University Board of Graduate Studies.

From 1998 to the present, I have been a member of the Planning Committee for the follow-up programs to the *Journey Conference* that was held in 1997.

From 1997 to the present, I have served as an Assistant Marshall for the University Commencement Ceremony.

I was a participant in the Jesuit Higher Education Conference (Heartland II) in May, 1997.

To the College of Public Service

In 2003 I was a member of the College of Public Service Atlas Week Committee.

I was elected by the faculty of the Department of Educational Leadership and Higher Education to serve from 2002 until 2004 on the College Rank and Tenure Committee.

From 1998 to 2003, I served as a prospectus reviewer for the College of Public Service Institutional Review Board Subcommittee (IRB).

From 1999 to 2001, I served as the Chairperson of the College of Public Service Institutional Review Board (IRB) Subcommittee.

From 2000 to 2005, I served as an Assistant Marshall for the College Pre-commencement Ceremony.

In 1997, I was elected by the faculty of the College of Public Service to a two year term as the Chairperson of the Governance Council.

From 1997 to 1999, I served as a member of the Academic Affairs Committee.

To the Department of Educational Leadership and Higher Education

In 2003 I chaired the Policy Analysis Committee for the new Ed.D. capstone experience.

In 2002 I chaired the Search Committee for the faculty position in Catholic School Leadership.

From 1996 to 2001, I was a member of the Admissions Committee for the master's and doctoral programs.

From 1996 to 2004, I was a member of the Planning Committee for the Summer Leadership Institute.

In 1998 I participated in the NCATE review of the programs in educational leadership.

In 1997 I chaired a Search Committee for a faculty position in educational leadership.

To the Department of Counseling and Family Service

I served on a Senior Faculty Committee in 2003 that reviewed and voted on the qualifications of a faculty member seeking promotion and tenure.

To the Community

I served as a member of the Board of Trustees for the Aquinas Institute of Theology from 1993 to 2002. I was the Chairperson of the Board of Trustees from 1996 to 2002. At that time Aquinas Institute was located on the campus of Saint Louis University. It is a graduate school in the Dominican tradition, which grants master's degrees and a doctoral degree in theological disciplines.

In 1998 I was a member of an advisory group established by *Today and Tomorrow Educational Foundation* to develop an entrepreneurial leadership institute for Catholic parishes operating schools in the Archdiocese of Saint Louis.

I am a charter member of the Aquinas Ethics in Business Forum that was formed in 1995 and meets on a monthly basis to discuss issues related to ethics in the business milieu.

From 1995 to 1999, I served as a member of the Parish Council of Sacred Heart Parish.

II. PROFESSIONAL EXPERIENCE BEFORE COMING TO SAINT LOUIS UNIVERSITY

A. EMPLOYMENT HISTORY

I have approximately twenty-two years experience as a central office administrator: eight years as the Assistant Superintendent for Business and Finance for the Lindbergh School District; five years as the Superintendent of Schools for the Valley Park School District; approximately nine years as the Superintendent of Schools for the Special School District of St. Louis County. When I was the Superintendent of the Special School District, the District served approximately twenty-five thousand students; employed approximately two thousand and three hundred teachers and professional staff members, and fifteen hundred support staff members. District had an annual budget of approximately one hundred and seventy-one million dollars (\$171,000,000).

Before becoming an administrator, I was a classroom teacher for three years and a guidance counselor for four years.

B. PAST MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Missouri Association of School Business Officials
National School Boards Association

C. GRANTS FROM THE UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

I was a member of a committee established to advise in the writing of a Teacher Center proposal for staff development with a consortium of ten school districts located in St. Louis County. The proposal was funded in the sum of approximately \$148,000. (1978)

I served as a member of a committee established to advise in the writing of a proposal for faculty development for the School of Education at the University of Missouri, St. Louis, sponsored by the Bureau of Education for the Handicapped. The proposal was funded in the sum of approximately \$40,000. (1979)

D. PROFESSIONAL ACTIVITIES

Affton School District (1986)

I was appointed by the Board of Education to a fact finding team when impasse was reached in negotiations with the teacher organization.

Association of School Business Officials of the United States and Canada

Vice Chairperson for Research of the Personnel Management

Research Committee (1982-86)

Member of the Election Committee (1990-91)

Cooperating School Districts of the St. Louis Suburban Area, Inc.

An organization comprised of forty-six school districts located in St. Louis, St. Charles, Jefferson, and Franklin Counties.

Chairperson of the Goals and Operations Committee and member of the St. Louis County Juvenile Court Liaison Committee (1973-77)

Member of the Executive Committee (1977)

I served as a member of an ad hoc committee charged with investigating the possibility of establishing a medical and hospitalization self-insurance program for member school districts. (1983-85)

Chairperson of the Community Relations Committee (1990-91)

Member of the Policy Board of the Network for Educational Development (1990-93)

President of the Policy Board of the Network for Educational Development (1992-93)

Member of the Board of Directors for the Council for Educational Advancement (1991-93)

Member of the Legal and Research Committee (1991-94)

Craton Liddell, et al. vs. The Board of Education of the City of St. Louis (1983)

This was a desegregation lawsuit. I worked with Evans and Dixon Law Firm that represented the twenty-three school districts of St. Louis County in formulating the settlement agreement. I advised on the construction of the financial component of the agreement.

Lakewood Center (1994)

Member of the Board of Directors for the adolescent residential program sponsored by the St. Louis County Court en Banc

Missouri Association of School Business Officials

Member of the Board of Directors (1985-91)

Vice President (1989-90)

President (1990-91)

Chairperson of the Nominating Committee (1991-92)

Missouri Department of Elementary and Secondary Education (1990-94)

Member of the Commissioner's Special Education Advisory Panel

Missouri Department of Mental Health (1991-94)

I served as a member of the St. Louis 503 Governing Board, which is a Board charged with governing an alternative treatment program for children with severe emotional disorders.

Missouri School Boards Association (1994)

I conducted two workshops for newly elected board members on the role of the school board in policy development.

North Central Association of College and Secondary Schools

Member of the evaluation team for Affton High School (1979)

Member of the evaluation team for Southwest High School (1980)

Chairperson, Visiting Committee for Webster Groves High School (1983)

Member of the evaluation team for Webster Groves High School (1990)

Regional Consortium for Educational Technology

Member of the Board of Directors (1989-94)

Member of the Executive Committee (1990-94)

Member of the Finance Committee (1991-94)

St. Louis Business Officials of the Cooperating School District of the St.

Louis Suburban Area, Inc.

Vice President (1980-81)

President (1981-82)

St. Louis Community College District (1985)

I served as a member of an evaluation team appointed to assess the effectiveness of the vocational education program at the Forest Park Campus.

St. Louis Conference on Education

I was a member of a subcommittee established to investigate collective bargaining in education in relation to its effects on school board - teacher relations. (1979)

Member of a Task Force on Employee-Management Relationships
Chairperson of a subcommittee studying the dynamics of at-the-table bargaining. (1979-81)

Saint Paul Catholic Church

Vice President of the Board of Education (1983-84)

President of the Board of Education (1985-86)

United States Attorney's Office, Eastern District of Missouri (1992-94)

Member of the Advisory Committee on Disability Law

E. COMMUNITY SERVICE

The YMCA of Greater St. Louis

Member of the Operations Budget Committee (1981-89)

The YMCA of the Ozarks

Member of the Board of Managers (1983-89)

President of the Board of Managers (1985-89)

United States Selective Service System (1982-89)

Member of Local Claims Adjudication Board Number 18, Missouri