

RESUME

WILLIAM HAL KNIGHT

EDUCATION

Ph.D. Educational Administration with concentration in higher education administration. Kansas State University, Manhattan, KS. 1983.

M.P.A. Concentration in public policy analysis. West Virginia College of Graduate Studies, Institute, WV. 1977. (now Marshall University School of Graduate Studies)

B.A. Double majors in history and political science. Augusta College, Augusta, GA. 1972. (now Augusta State University)

PROFESSIONAL EXPERIENCES

DEAN, College of Education, East Tennessee State University, Johnson City, TN. August, 2003 – present.

Provide leadership to a College of Education that includes more than seventy faculty in four academic departments (Curriculum and Instruction, Educational Leadership and Policy Analysis, Human Development and Learning, and Physical Education Exercise, and Sport Sciences) and a K-12 laboratory school (University School) as well as a nationally acclaimed Center of Excellence in Early Childhood Education which includes a Child Study Center and a daycare facility for students (Little Bucs). The college is home to six undergraduate and 17 graduate programs including the Ed.S and Ed.D. in educational leadership. The interdisciplinary nature of the college's programs requires the dean to work with administrative leaders throughout the university to develop strong relationships.

Responsible for both the strategic and day-to-day management of the college's budget, including University School. Responsible for ensuring that all personnel decisions are in compliance with university policies and that the College meets all teacher education reporting requirements (Title II, AACTE, NCATE, State Department Annual Report, etc.).

Work with the College Chairs' Council and Administrative Team to develop appropriate plans and responses to various initiatives of the Tennessee Board of Regents, Tennessee Department of Education, the university central administration, and other potential partners. For instance, we are currently working on 120 hour program reduction, the revision of several programs to meet new state licensure standards, the development of additional Regents On-line Degree Programs (RODP) in teacher education, the development of a new curricular initiative in physical education, a student retention initiative, and possible partnerships with the Bristol Motor Speedway and the International Storytelling Center.

Serve as a liaison with school districts in the 16 county Upper East Tennessee Educational Cooperative (UETEC) and serve as a member of the UETEC Executive Board. Work with faculty to develop university – school partnerships through a professional development school initiative, Title II Teacher Quality Enhancement grants, and the development of local P-16 councils.

CHAIR (50%), Department of Educational Leadership & Policy Analysis, East Tennessee State University,

Johnson City, TN. August, 2002- August, 2003.

Chair a department that includes 6 tenured and/or tenure track faculty, 1 senior associate faculty, 9 part-time faculty, 7 graduate assistants, and executive aide, and a half-time secretary. The department has approximately 20 masters, 20 Ed.S., and 150 Ed.D. students. Responsible for the day-to-day operation of the department, faculty and staff evaluations, budget preparation, and curriculum review.

Serve as project director for three funded projects with the Southern Regional Education Board (SREB), the DeWitt Wallace-Reader's Digest Foundation, and the Kellogg Foundation. All of these projects focus on the SREB initiative for the redesign of the department's principal preparation program. The Department has been recognized as a national leader in this redesign process.

ASSOCIATE DEAN (50%), College of Education, East Tennessee State University, Johnson City, TN. 1993-2003. **ASSISTANT DEAN** (25%), 1989-1992.

As Associate Dean for Curriculum and Accreditation: Responsible for all curricula activities at both the Graduate and Undergraduate level including development and review of curricula proposals. Responsible for all program assessment processes including annual evaluations and follow-up studies, Title II reporting, and SACS program effectiveness reporting. Direct the Office of Student Services, which includes Certification Analyst, Professional Advisor, Director of Field Services. Review and approve all graduate student processes including admission, committee membership, and programs of study. Serve as the coordinator for college accreditation efforts including service as NCATE Coordinator (1990-present). Responsible for the development of articulation agreements with area community colleges. Responsible for the development of minority student and faculty recruitment and retention efforts and serve as Co-Chair, College Committee on Diversity.

Director, Project MOST (Minority Opportunities for Success in Education), 1999-2000. Proposal funded by the Tennessee Higher Education Commission for \$27,000. Project continuation approved for \$20,000 for 2000-2001. Also was project director in 1995-1996 for the original Project MOST program which was funded at \$15,500. This grant program has provided assistance to 15 minority students in our Masters of Arts in Teaching program.

Institutional Director for AACTE/Carnegie Foundation project, Alliance for Teaching and Learning, Teacher Education Assessment System (TEAS) project, 2001-2003.

PROFESSOR, 1994-present, Department of Educational Leadership and Policy Analysis, College of Education, East Tennessee State University, Johnson City, TN. **ASSOCIATE PROFESSOR**, 1986-1994. **COORDINATOR**, Private Sector and Post-Secondary Doctoral Program, 1986-1993. Full Member, ETSU Graduate Faculty.

ACTING CHAIR, Department of Human Development and Learning, East Tennessee State University, Johnson City, TN. January – August, 1994.

ASSISTANT PROFESSOR, Administration and Curriculum, Department of Education, Purdue University, West Lafayette, IN. 1983 - 1986.

NON- FACULTY PROFESSIONAL EXPERIENCE

FEDERAL PROGRAMS DIRECTOR, Strengthening Developing Institutions Program,
University of Maryland Eastern Shore, Princess Anne, MD. 1977-1980.

PROGRAM SPECIALIST, Office of Federal Programs, West Virginia Board of Regents,
Charleston, WV. 1975-1977.

DIRECTOR of STUDENT ACTIVITIES, University of Charleston, Charleston, WV. 1974-1975.

Responsible for the development of student social and cultural events including the Fall orientation for new students. Served as advisor to several student groups including the Programming Board.

TEACHER, Augusta Preparatory School, Martinez, GA. 1972-1974.

Taught seventh grade social studies. Coached 7/8 grade soccer, junior varsity basketball and was assistant high school track coach.

PUBLICATIONS

Franklin, K.K. & Knight, W.H. (1996). Exploring the Definition of Institutional Effectiveness in Higher Education. [Abstract] In J. R. Petry and H.L. Mccree (Eds.), Proceedings of the twenty-fifth annual meeting of the Mid-South Research Association.

Franklin, K.K. & Knight, W.H. (1995). Using Focus Groups to Explore Student Opinion. Washington, DC: Educational Resources Information Center (ERIC) Clearinghouse on Higher Education. (ERIC Document Reproduction Service No. ED 388 199).

Wang, X. & Knight, W.H. (1991). Readiness and Achievement Motivation: An Investigation of the Validity of the Readiness Scales in Hersey and Blanchard's Situational Leadership. Resources in Education. (ED 340724).

Knight, W.H. (1990). Educational Reform: Another Agenda. Experiential Education, 16(3), 1-3.

Bentley, E.B. & Knight, W.H. (1989) Influencing Higher Education Through Field-Based Opportunities in TN-LEAD. Educational Considerations, 16(2), 54-56.

Knight, W.H. (1988) Administrative Power. In Gorton, R. A. (ed.) Encyclopedia of Educational Administration and Supervision. Phoenix, AZ: Oryx.

Knight, W.H. & Wood, R. C. (1988) Business Management Function. In Gorton, R. A. (ed.) Encyclopedia of Educational Administration and Supervision. Phoenix, AZ: Oryx.

Knight, W.H. (1987) Notes from the Research Committee. Experiential Education, 12(2), 8.

Knight, W.H. (1986) Using experiential learning to revitalize schools.. VOICE, 2(8), 26-27.

Knight, W.H. (1986). Educational Reform and Experiential Education. Experiential Education, 11(1), 1, 4.

- Knight, W. H. (1986). Theories of Modern Management . In Wood, R. C. (ed.), Contemporary School Business Management. Chicago: Association of School Business Officials.
- Knight,W.H. (1986) City Managers and School Superintendents: Response to Community Conflict, Zeigler, H., Kehoe, E., & Reisman, J. In Review of Education, 12(2). (Book review).
- Knight, W. H. & Holen, M. C. (1985) Leader Behavior and Faculty Perceptions of the Performance of Selected University and College Department Chairpersons. The Journal of Higher Education, 55, 677-690.
- Knight, W. H. (1985) The Biglan Model: A Better Understanding of the Role of Academic Chairperson. In Cashin, W. E. (ed.), National Issues in Higher Education, XIV, 55-65.
- Knight,W.H. (1985) Program Development for Academic Chairpersons. In Cashin, W. E. (ed.), National Issues in Higher Education, XIV, 273-284.
- Knight, W. H. (1985) Planning and Vocational Education, Copa, G. & Moss, Jr., J. (eds.) In Educational Planning, 4(3), 26-27. (Book review).
- Knight, W. H. (1984) "Assessing Leadership Style: Implications for Department Chairpersons." In Cashin, W. E. (ed.), National Issues in Higher Education, XIII, 142-152.
- Knight, W. H., & Litz, C. E. (1983) "Organizational Theory as an Exercise in Philosophy of Education." In Proceedings of the Midwest Philosophy of Education Society: 1982. Detroit: Midwest Philosophy of Education Society.

PRESENTATIONS

National:

- The Long and Short of Reform in Educational Administration. Teacher Education Council of State Colleges and Universities, Memphis, October, 2005.
- Preparing a New Breed of School Principals: Universities in the Lead. (Symposium). University Council for Educational Administration, Portland, OR, November, 2003.
- Faculty Technology Leadership at East Tennessee State University. American Association of Colleges for Teacher Education. New Orleans, LA, February, 2003.
- Mentoring First Year Teachers. American Association of Colleges for Teacher Education, Dallas, TX, February, 2001.
- Toward a Genuine Partnership with Community Colleges in Teacher Education. American Association of Colleges for Teacher Education, Chicago, IL. February, 2000.
- Exploring Issues of Race through Dissertation Research. (with Marie Hill, Annette Wilson, Sheila Knaff, and Rosemary Bundy). National Association for Multicultural Education, Albuquerque, NM, October, 1997.

Preparing School Leaders to Deal with Diversity Issues in a Majority Intensive Setting. (with Marie Hill and Donna Henderson). American Association of Colleges of Teacher Education, Chicago, IL, February, 1996.

Impact of the National Alliance for the Development of School Leaders at East Tennessee State University. (with Marie Hill). Principal Preparation Network National Conference, Minneapolis, MN, October, 1992

Utilizing Tests to Evaluate Experiential Education Programs. National Society for Internships and Experiential Education, Santa Fe, NM, October, 1989.

Designing Research Projects in Experiential Education. National Society for Internship and Experiential Education, Santa Fe, NM, October, 1989.

A Professional Development Center: The Importance of Mentoring. Conference on Mentoring, University of Wisconsin, Madison, WI, May, 1989 with Norma Morrison.

Preparing Educational Leaders through Improved Mentoring. Association of Teacher Educators, St. Louis, MO, February, 1989 with Norma Morrison, Barbara Lawson, Alice Spurling and Norma Nutter.

Experiential Education: Research, Implications, and Applications. American Educational Research Association, New Orleans, April, 1988.

Student Attrition, Retention, and Achievement. Session chair. American Educational Research Association, New Orleans, LA, April, 1988.

Research in Experiential Education. Session chair. National Society for Internships and Experiential Education, Burlington, VT, October, 1987.

Power and the Principals. National Conference of Professors of Educational Administration, Chadron, NE, August, 1987.

Who's in Control? Issues and Problems in the Development of Interdisciplinary Graduate Programs. Fifth Annual Conference on Nontraditional/Inter-disciplinary Programs, Virginia Beach, VA, May, 1987.

Assessing Experiential Learning in Graduate Programs: Prefield, Field, Debriefing. Fifth Annual Conference on Nontraditional/Interdisciplinary Programs, Virginia Beach, VA, May, 1987.

Relationships between the Congruence of Power Bases of Principals and Assistant Principals and Job Satisfaction of Assistant Principals. American Educational Research Association, Washington. April, 1987. (with Shirley Crumbaugh)

Gender Issues in Educational Policy and Administration. Session chair. American Educational Research Association, Washington, April, 1987.

- Educational Reform and Experiential Education. National Society for Internships and Experiential Education, Seattle, October, 1986.
- Utilizing Case Record Methodology in Internship Programs. National Society for Internships and Experiential Education, Seattle, October, 1986.
- Evaluating Effectiveness of College-level Experiential Training Programs: A Retail Education Program. Annual meeting, National Society for Internships and Experiential Education, Seattle, October, 1986.
- Images of the New Professor. National Conference of Professors of Educational Administration, Flagstaff, August, 1986.
- Current Issues in Experiential Education. National Society for Internships and Experiential Education, Pittsburgh, October, 1985.
- The Study of Administration: Perspectives from Four Disciplines. National Conference of Professors of Educational Administration, Starkville, MS, August, 1985.
- What School Business Managers Should Know about Management Theory. American Educational Research Association, Chicago, April, 1985.
- Non-Traditional Opportunities for Public Administrators. American Society for Public Administration, Indianapolis, March, 1985.
- Program Development for Academic Chairpersons. National Issues in Higher Education Conference, Orlando, February, 1985, with Jonieta Stone.
- The Biglan Model: A Better Understanding of the Role of Academic Chairperson. National Issues in Higher Education Conference, Orlando, February, 1985.
- Academic Paradigm Development and its Relationship to Faculty Ratings of the Importance of Chairperson Responsibilities. AERA/ASHE Conference on Postsecondary Education, San Francisco, October, 1984.
- Cultural Shortsightedness: An Organizational Perspective. National Society for Internships and Experiential Education Annual Conference, San Diego, October, 1984.
- Responses to the Methodological 'Mandate' of Emergent Paradigms in Organizational Studies. National Conference of Professors of Educational Administration, Orono, Maine, August, 1984.
- Initiating Structure, Consideration, and Faculty Perceptions of the Effectiveness of Department Chairpersons. American Educational Research Association, New Orleans, April, 1984, with Michael Holen.
- Liability of School Administrators: Problems and Solutions, American Association of School Administrators. Las Vegas, February, 1984, with

R. Craig Wood.

Assessing Leadership Style: Implications for Chairperson Effectiveness.
National Issues in Higher Education Conference, Orlando, January, 1984.

Regional:

Reforming Principal Preparation in Tennessee. Southern Regional Education Board, Atlanta, Georgia, May, 2005

Teacher Induction Processes in Tennessee. (with Larry Lewis) Eastern Educational Research Association, Sarasota, FL, February, 2005.

Effectiveness of Pre-Baccalaureate Health Careers Opportunity Programs (HCOP) for Disadvantaged Students in Three Southern States. (with Virloy Lewin) Eastern Educational Research Association, Hilton Head, SC, February, 2003.

The Portrayal of Gender and a Description of Gender Roles in Selected American Modern and Post-Modern Plays. (with Bonny Copenhaver) Eastern Educational Research Association, Hilton Head, SC, February, 2003

Exploring Leadership Development Characteristics of Students Selected to Participate in the Roan Scholars Leadership Program at ETSU. (with Nancy Dishner) Eastern Educational Research Association, Hilton Head, SC, February, 2003

An Exploration of Common Domain Skills for Intraschool and Classroom Success. (with Philip Hatch) Southern Regional Council for Educational Administration, Charlotte, NC, November, 1999.

Student Satisfaction and Institutional Effectiveness in Higher Education. (with Kathy Franklin). Eastern Educational Research Association, Hilton Head, SC, February, 1997.

Articulation Practices of Tennessee's Public Colleges. (with Lydia Freeman). Eastern Educational Research Association, Hilton Head, SC, February, 1997.

Exploring the Definition of Institutional Effectiveness in Higher Education. (with Kathy Franklin). Mid-South Educational Research Association, Tuscaloosa, AL, November, 1996.

Using Focus Groups to Explore Student Opinion. (with Kathy Franklin). Mid-South Educational Research Association, Biloxi, MS, November, 1995.

The Role of the Facilitator in TQM Implementation in Business and Higher Education. (with Nancy Bartell). Mid-South Educational Research Association, Biloxi, MS, November, 1995.

Marketing Acceptance in Higher Education Institutions. (with Melanie Narkawicz). Eastern Educational Research Association, Hilton Head, SC, February, 1995

Developing the Parent Effectiveness Test. (with Sharon Morrison). Eastern Educational Research

Association, Sarasota, FL, February, 1994.

Locus of Control and Power Styles of Deans. (with Carla Warner). Eastern Educational Research Association, Sarasota, FL, February, 1994.

Readiness and Achievement Motivation in Faculty at Comprehensive Universities in the South. (with Xiaoping Wang). Mid-South Educational Research Association, Lexington, KY, November, 1991.

The Relationship Between Leadership Behaviors of Academic Deans and the Job Satisfaction of Department Heads. (with Lin Xu). Mid-South Educational Research Association, Lexington, KY, November, 1991.

The Nature of Conflict and Tension between Participants in Traditional Doctoral Programs and Cohort Doctoral Programs: Findings and Suggestions for Program Development. (with Penny Smith). Southern Regional Conference for Educational Administration, Auburn, AL, November, 1991.

New Kid on the Block: Experiences of First Year Deans. (with Joseph Olson). Mid-South Educational Research Association, Little Rock, Arkansas; November, 1989.

Residency Requirements for the Ed.D. in Southern Universities. Southern Regional Conference for Educational Administration; Atlanta, Georgia; November, 1988.

The Study of Leadership: Views from Four Administrative Disciplines. Mid-South Educational Research Association, Louisville, KY; November, 1988.

Power and the Principal. Southern Regional Council for Educational Administration, Gatlinburg, November, 1987.

Emerging roles of the Assistant Principal. (with Shirley Crumbaugh) Midwestern Educational Research Association, Chicago, October, 1986.

Roles and Responsibilities of Department Chairpersons: Do Faculty and Chairs Agree? Midwest Educational Research Association, Chicago, October, 1985.

The Effects of External Pressure on Faculty Perceptions of the Importance of Department Chairpersons' Responsibilities. Midwestern Educational Research Association Annual Conference, Chicago, September, 1984.

Organizational Theory as an Exercise in Philosophy of Education. Midwest Philosophy of Education Society Annual Conference, Detroit, November, 1982.

PROFESSIONAL ACTIVITIES

American Association of Colleges of Teacher Education, Institutional Representative, 1988-present.

Institutional Director, AACTE/Carnegie Foundation Project TEAS, 2001-2003
Participant, Continuing Accreditation Workshop with NCATE, 1996 -2004
Critic/Discussant for various sessions at annual meetings.
Proposal reviewer, 1998 - 2000

Tennessee Association of Colleges of Teacher Education, Institutional Representative, 1989-present.

Chair, Research Committee, 2003-2005; Title II Planning Committee, 2000 – 2001
Co-Chair, Institute Development Committee, 2003 – 2005
Executive Board, 2003-2005.

Tennessee Board of Regents

Regents On-line Degree Program (RODP) Committee, 2002-2006
Associate Degree in Teacher Education Committee, 2004-2006
RODP Strategic Planning Committee, 2004-2005

Tennessee Department of Education

Board of Examiners, 2003-2006

Editorial Review Board, Natural Forces: A School Leadership Journal, 2003-present.

Editorial Review Board, Journal of School Leadership, 1990-1992.

Editorial Board, Midwestern Educational Researcher, 1985-86.