

# RESUME

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*Where there is no vision, the people perish.* This proverb is important to me to keep in mind when I am teaching future leaders, coaching current leaders, and when studying leaders as they engage with facilitating implementation of change initiatives. This proverb says much about the role of leaders and the effects of leadership. Leaders need to envision what they aspire to be like. Also, the members of organizations such as schools and businesses should share a vision about the ideal world that their mission is designed to achieve.

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## **Current Employment (1999 – present)**

**Professor of Urban Leadership (Formerly Educational Leadership), University of Nevada, Las Vegas (UNLV)**

- Teaching change, organization theory, research, program evaluation and administrator internship students, and chairing and serving on doctoral student committees, including external, e.g., Hong Kong University
- Continuing to study, evaluate implementation of various innovations and change initiatives in schools, business and government; study relationships between the leader's Change Facilitator Style, organization culture and outcomes, e.g. student test scores.
- Advising leaders and others engaged with change e.g. NV state-wide RTI initiative, and the Executive Committee of the Las Vegas Metropolitan Police Department

Dean of the UNLV College of Education (1999 – 2004)

- Added 7 doctoral programs
- NCATE Re-accreditation
- Built \$6M early childhood center
- Guided development of Dept. of Educational Psychology to top ten ranking
- For the first time the College of Education was ranked in the top one hundred by *US News & World Report*.

Visiting professor, Educational Leadership Program at the University of Lincoln (England) (1999 – 2008)

- Teaching doctoral students and Bursar masters students

## **Employment History**

**University of Northern Colorado (1988 - 1999)**

Professor, Educational Leadership and Policy Studies (1988 to 1999)  
Dean, College of Education (1988-1993)

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## University of Florida (1986 - 1988)

Professor, Education Leadership and Director, R & D Center on School Improvement

## The University of Texas at Austin (1968-86)

Director, Research and Development Center for Teacher Education,  
University of Texas at Austin, (1985-86)

Professor, Department of Curriculum and Instruction  
The University of Texas at Austin (1983-1986).

Program Director, Procedures for Adoption Educational Innovations Program/CBAM Project, (1973-1986)

Director, Inter-Institutional Network: Research and Development Center for Teacher Education, The University of Texas at Austin, 1971-1973

## Education

Ph.D.	Syracuse University Syracuse, New York	1968	Science Education
M.S.	Syracuse University Syracuse, New York	1965	General Science
B.S.	Castleton State College Castleton, Vermont	1964	Elementary/Junior High Math Science Teaching

## Teaching & Scholarship

I have been fortunate in my career to have two major areas of academic engagement:

- 1) Implementation of Innovations in Organizations, including being the key architect of the Concerns Based Adoption Model (CBAM), which includes a number of research verified constructs and tools for understanding, facilitating and evaluating change processes.
- 2) Teacher education national accreditation and program development.

These endeavors have contributed significantly to my teaching which includes courses on change, advanced theories of change, organization theory, leadership, program evaluation, and research methods. My experiences as a researcher and coach of leaders in schools and businesses also has contributed to my successes in coaching leadership interns as they are completing their graduate program for school administration certification.

My involvement with teacher education began as an Assistant Professor at UTA where we developed, implemented, evaluated and disseminated components of the Personalized

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Teacher Education Program. I have had career long national involvements by serving on various committees of AACTE (currently the Program and Professional Development Committee) and NCATE (two terms on the UAB), and I was Project Director of the Partnerships for Excellence in Teacher Education (PETE) Project, which received two rounds of funding from the Ford Foundation and one round from the Carnegie Foundation.

## **Recent International Experiences**

February 2010, Hong Kong: Leader of a three day workshop for one hundred plus first and second year school principals. I also participated in exploratory meetings related to establishing a cross Asian country research agenda, and presented a seminar at the Hong Kong Institute of Education's Asia Pacific Centre for Leadership and Change. I have been the external member of a doctoral student's dissertation committee (she defended in October, 2010).

June 2007, Taiwan, Singapore and New Zealand: I was invited to Taiwan to keynote a national conference on evaluating and facilitating implementation of school reforms and to meet with Ministry of Education officials about increasing implementation success for the nation's major school reform policy. The Singapore stop was to visit with one of my doctoral students who was doing his internship there. Then ten days in New Zealand mainly at the University of Waikato to work on research, implementation evaluation and training related to a major reform project that is keeping Maori students in secondary schools, and to meet with Ministry of Education Officials. I returned to New Zealand in November to work further on the research project and to provide a workshop for secondary school principals.

## **Recent Publications and Presentations (a sample)**

### **Books (recent)**

Hall, G.E., & Hord, S.M. (2011). *Implementing Change: Patterns, Principles and Potholes (Third Edition)*. Upper Saddle River, NJ: Pearson.

Johnson, J.A., Musial, D., Hall, G.E., & Gollnick, D.M. (2011). *Foundations of American Education: Perspectives on Education in a Changing World (Fifteenth Edition)*. Boston, MA: Pearson.

Hall, G.E., Quinn, L., & Gollnick, D.M. (2008). *The Joy of Teaching: Making a Difference in Student Learning*. Boston, MA: Allyn and Bacon.

### **Journal Articles, Presentations & Reports (recent sample)**

Hall, G.E., & Hord, S.M. (August 2011). Implementation: Learning builds the bridge between research and practice. *Journal of Staff Development*. 32(4), 52-57.

Hall, G.E. (2010). Technology's Achilles heel: Achieving high-quality implementation." *Journal of Research in Technology in Education*. 42(3), 231-253.

Hall, G.E., & Robison, M. (2010). District improvement through systemic sustained change: Keys to all schools achieving AYP. Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.

Hall, G.E. (27 May 2010). Moving from implementing change to sustaining outcomes. Plenary Session, UTeach Institute 2010 Conference, Austin, TX.

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Hall, G.E. (28 July 2010). Fidelity of Implementation Webinar #5. *Researchers without borders*.

Hall, G.E., & Caffarella, E.P. (August 2010). State-wide Implementation & Sustainability of Instructional Consultation Teams: 3<sup>rd</sup> Year Implementation Assessment Report. Nevada Department of Education.