WINDS of Change

1993 Adult Education Conference Program

Loews Anatole Hotel
Dallas ★ Texas

November 17-20, 1993
Soon, thousands of people will look into a computer screen and see something they’ve never seen before.

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Your Basic Skills students will go further than they ever thought they could.

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With our breakthrough interactive multimedia package, Glencoe Foundations for Success.

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Conference Information

New This Conference
AAACE Presidents Literacy Walk
Join AAACE President Payton Hutchison for the Literacy Walk on Thursday, Nov. 18, 6:30 am - 7:30 am. Meet at the Chantilly Ballroom Entrance.

Unit Roundtables
AAACE units will have available a roundtable for meetings and informal networking in the exhibit hall during exhibit hall hours. Each unit table will be identified with a name card.

AAACE Bookstore
AAACE memberships, subscriptions, publications, and other products are available for purchase or mail order during registration hours.

Exhibit Hours
The exhibit hall is open at various times throughout the conference to all badgebearers. The exhibit hall hours are as follows:

- Thursday, November 18
  11 am - 1 pm and 3:30 - 5:30 pm
- Friday, November 19
  11 am - 2 pm and 4:15 - 6:15 pm
- Saturday, November 20
  8 am - 11:15 am

Grand Prize Drawing
Grand Prize entry cards are included in your registration packet. To be eligible for the Grand Prize drawing, you must complete the entry card and return it to be entered in the Grand Prize Drawing in the Exhibit Hall Lounge. You must be present at the drawing to win.

Hold Harmless
The American Association for Adult and Continuing Education (AAACE) is not liable and accepts no responsibility for any accidents, injuries, or losses sustained to participants or property during the conference.

Special Services
It is the policy of AAACE to provide barrier-free services and opportunities to all program participants. Auxiliary aids and services, or reasonable accommodations will be provided to program participants. If you have special needs that require accommodations that have not already been attended to, please bring them to our attention at the Problems Desk.

Luncheons and Dinners
Several special meals have been held during the conference, including:

- Wednesday, November 17
  Women's Issues Dinner, $35
- Thursday, November 18
  Social Philosophy Luncheon, $40
- Friday, November 18
  Awards and Fellowship Luncheon, $35
- Saturday, November 19
  Unity Luncheon, $35

You can purchase tickets, subject to availability, for any of these at the AAACE Registration Desk.

Registration
AAACE Registration Desk hours are:

- 7:30 am - 7:00 pm
- 7:30 am - 7:00 pm
- 7:30 am - 7:00 pm
- 7:30 am - 7:00 am
- 7:30 am - 12:00 noon

Registration is in Exhibit Hall.

Swap Shop
Brochures and program materials provided by conferences are on display at the Swap Shop. Feel free to add your materials. No books or commercial materials please.

Tracks
This year AAACE features three special tracks highlighting key areas in the field of adult and continuing education. We are also pleased to feature The Texas Connection, a track featuring work in the state of Texas.

Diversity as Our Strength
Too long and too often seen as a metaphor of separation, diversity is in fact the strength and power upon which our country was built and must continue to build. This track explores some important elements of diversity and challenges educators to examine themselves and their programs and rethink the need to work unselfishly to tear down barriers and build bridges, to foster positive interactions among diverse groups, to encourage building—not tearing down—based on individual and group diversities, and to make diversity a powerful force for positive change.
Meeting the Needs of All Workers

One of Adult Education's primary responsibilities is meeting the needs of all workers from the assembly line to the boardroom. Sessions in this track will feature such diverse and challenging topics as: the new economy, worker dislocation, corporate restructuring, and Total Quality Management. Come learn how to expand the possibilities as this track highlights the best in and the future of adult education in service to business and industry.

Organizations as Learning Institutions

Today, organizational change is ongoing and relentless. What does this mean for organizations striving for success now and in the future? In the field of adult education, perhaps most important is the realization that in order for institutions to deal with change they must become learning organizations. For example, organizations are finding it necessary to move away from the idea that education and training are only for upper management, learning must and will become a priority throughout the organization in both individual and collective ways. If you have been, or would like to be, part of the ongoing discussion about learning organizations, the sessions featured in the pack provide an excellent opportunity to develop your knowledge and interact with peers and colleagues.

The Texas Connection

The great state of Texas has a lot to offer— including cutting edge adult education workshops and seminars. These sessions are open to everyone. [The Texas Connection sessions are marked with an asterisk (*)�]

Tours

By special arrangement, several functions and tours are offered during the conference including:

- **Dallas Landmark Tours** $19
  - Wednesday, November 17, 1:00 - 4:00 pm
- **A Night in Fort Worth** $19
  - Saturday, November 19, 7:00 pm - Midnight
- **Medieval Times Dinner and Show** $30
  - Friday, November 19, 5:30 pm - 9:30 pm
- **World Famous Dallas Chefs** $45
  - Saturday, November 20, 9:00 - 5:00 pm
- **Dallas Discount Shopping** $33
  - Saturday, November 20, 1:00 - 4:00 pm

Attendees interested in local tours, should go to the Chandelier Ballroom Entrance one-half hour before tours depart. A representative from Yellow Rose Tours will be there to sell tickets, on a space available basis. Tours are subject to cancellation if the tour minimum is not met.

NEW!

VOCATIONAL ENTRY SKILLS
FOR SECONDARY AND ADULT STUDENTS
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A TEACHER’S GUIDE TO IMPLEMENTING THE ITP

Winfred Woshburn, M.A.

The updated and expanded edition of this excellent one-year course on how to get a job and hold it, has new teaching units and worksheets that address modern changes in the workplace. For example:

- The Basic Job Skills Training package now includes information about using a photocopier, fax, and computer.
- Work sheets added to the Vocational Preparation training unit provide practice in identifying workplace signs, deciphering train and airline schedules, and more.

Other teaching units cover:

- **Vocational Academics:** Vocational Resources and Vocational Values.
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YOU DON’T OUTGROW IT;
Living with Learning Disabilities

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For most adults who are unconventional learners, the difficulties that are part and parcel of learning disabilities don’t diminish as they get older but simply change in degree and emphasis. In her new book, Marnell Hayes offers practical kinds of help:

- **How to use strengths and abilities creatively to work around disabilities and reach goals:**
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- **Alternatives to traditional family roles and settings, and much more:**

Also included is a comprehensive glossary, a list of related readings, and a superb collection of recommended resources.

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To the Governor of the great State of Texas:

It is a pleasure for me to welcome you to Dallas for the American Association for Adult and Continuing Education (AAACE) Conference.

This year marks the 10th anniversary of AAACE, and this conference is a landmark occasion in the field of adult education. The conference is an opportunity for adult educators to exchange ideas and share their experiences with others who are passionate about advancing education for adults.

I hope you will find the conference enjoyable and informative. Please feel free to reach out to me if you have any questions or concerns.

Thank you for your service and leadership in the field of education.

Sincerely,

[Signature]

M. W. Anderson
Governor

American Association for Adult and Continuing Education

Date: [Date]

We wholeheartedly support the mission of AAACE and the national office of the American Association for Adult and Continuing Education.

As the President of the Board of Directors, I am excited to announce the upcoming conference in [Location]. This year's theme is "Empowering Adult Learners for a Better Future." The conference will feature keynote speakers, panel discussions, and workshops designed to engage attendees and provide valuable insights into the latest trends and practices in adult education.

We are also pleased to announce the launch of our new online platform, which will provide members with access to resources, networking opportunities, and exclusive discounts on conference registration.

In conclusion, I encourage you to consider attending the conference and to take advantage of the valuable learning and networking opportunities that AAACE offers.

Sincerely,

[Signature]

Richard Nelson, President
Jostens Learning helps you teach the most powerful skill of all.

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Region I ESC - Hospitality Coordinator

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Executive Director

Jeanette E. Smith
Associate Director

Cleateth Anderson
Director of Membership Services
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<td>Ralph Crow</td>
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<td>Rosalind K. Loring</td>
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<td>Glen S. Jensen</td>
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<td>George F. Aker</td>
<td>Raymond T. McCall</td>
<td>1992-93</td>
<td>Judson P. Bradshaw</td>
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KET presents a slate of seven live, information-filled teleconferences from October through May. Your entire staff will benefit from these timely sessions, each presented by recognized experts in the topic being discussed, delivered via satellite. The complete package is a highly cost-effective way to provide your staff with live and interactive training. Videotapes will be available for sessions that have already taken place. Don't miss this great opportunity! Here are the plans:

Math: Adapting the NCTM Standards for the Adult Learner
Mary Jane Schmitt, math, science, and technology specialist for the Adult and Community Learning Services of the Massachusetts Department of Education, and Myrna Manley, adult education mathematics author and former editor of the GED mathematics test items, will explore how the NCTM standards can be applied in reaching adults. (October 11)

Alternative Assessment Methods for Adult Education
Dr. Thomas Sticht, author of more than a hundred reports, articles, and books on adult and workplace literacy, will look at traditional standardized tests, then explore alternatives such as portfolios, oral exams, interviews, journals, and performance tests. (November 8)

How To Teach to Learning-Disabled Students: Practical Application in the Classroom
Laura Weisel, learning disabilities specialist and developer of Power Path, a computer program designed to screen for learning disabilities, will give a hands-on workshop with practical ideas you can put to work immediately. (January 10, February 14)

ESL in Adult Education
A variety of English as a Second Language practitioners will offer guidelines for working with adult ESL students. Participants will learn tried and true approaches and processes for helping integrate the ESL student into the adult education setting. (March 14, April 11)

The New Demographics: Our Changing Society
Dr. Harold Hodgkinson, a demographer and director of the Institute for Educa-

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KET, The Kentucky Network
Enterprise Division
560 Cooper Drive
Lexington, KY 40502-2200

KET present
## Program At A Glance

### Monday, November 15, 1993

- **8:00 am - 9:00 pm**: NAEPDD Executive Development Seminar (INFO-MART)
- **8:00 am - 8:00 pm**: Army Continuing Education System Day (Monte Carlo)
- **8:00 am - 9:00 pm**: Staff/Volunteer Training Sessions (Trinity Hall)
- **8:00 pm - 9:00 pm**: AACE National Office Staff Planning Meeting (Intervannas)

### Tuesday, November 16, 1993

- **7:30 am - 7:00 pm**: Registration (Trinity Hall)
- **8:00 am - 5:00 pm**: NAEPDD Executive Development Seminar (Edelweiss)
- **8:00 am - 4:00 pm**: Armed Services Com Ed Unit Annual Conference (Monte Carlo)
- **9:00 am - 5:00 pm**: COABE Board Meeting (Amethyst)
- **9:00 am - 6:00 pm**: NAEDCO Meeting (Chambers)
- **10:00 am - 12:00 noon**: Nominations and Elections Committee (Intervannas)
- **1:00 pm - 6:00 pm**: AACE Executive Committee Meeting (President's Suite)
- **1:00 pm - 8:00 pm**: CPE Annual Conference & Reception 6 pm (Fleur de Lis)

### Wednesday, November 17, 1993

- **7:30 am - 7:00 pm**: Registration (Trinity Hall)
- **8:00 am - 4:00 pm**: Armed Services Com Ed Unit Annual Conf (Monte Carlo)
- **8:00 am - 5:00 pm**: State Directors of Adult Education Annual Meeting (Cardinal)
- **8:30 am - 8:00 pm**: International Unit Annual Conv & Reception 6 pm (Wyeth)
- **9:00 am - 5:00 pm**: Commission of CPE Annual Conference (Fleur de Lis)
- **10:00 am - 12:00 noon**: AACE Board of Directors Meeting (Amethyst)
- **11:30 am - 1:00 pm**: National Workplace Literacy Project Directors Lunch (Bailik)
- **1:00 pm - 4:00 pm**: Dallas Landmark Tour (Charity Ballroom Entrance)
- **1:00 pm - 6:00 pm**: Exhibit Check In & Set Up (Trinity Hall)
- **5:00 pm - 8:00 pm**: Texas Association for Literacy and Adult Education Board Meeting (Intervannas)
- **9:00 am - 6:00 pm**: Texas Adult Education Cooperative Directors (Chambers)
- **7:00 am - 9:00 pm**: Women's Issues Dinner - Dr. Sheila Collins (Peacock Tent)
- **7:30 am - 9:30 pm**: TALEC's CEO Panel (Charity West)
- **9:00 am - 11:00 am**: Jostens Learning Networking Night (Charity West)

### Thursday, November 18, 1993

- **6:30 am - 7:30 am**: AACE President's Literacy Walk (Charity Ballroom Entrance)
- **7:30 am - 7:00 pm**: Registration (Trinity Hall)
- **7:30 am - 8:30 am**: TN State for Adult & Contin. Ed. Meeting (Dardenelles)
- **7:30 am - 8:30 am**: Program Division Directors' Meetings
  - Government Education & Training (Cardinal B)
  - Life Skills Programs Curricula (Fleur de Lis B)
  - Occupational & Professional Programs & Curricula (Bailik B)
  - Providers of Service (Cardinal A)
  - Special Populations & Issues (Edelweiss)
  - State & Local Management (Fleur de Lis A)
  - Theory Research & Evaluation (Bailik A)

- **7:45 am - 8:15 am**: CPE Business Meeting (Travestina)
- **7:45 am - 8:15 am**: Cooperative Edens on Unit Breakfast (Steuben)
- **7:45 am - 9:15 am**: Counts Unit Meeting (Wyeth)
- **8:00 am - 9:15 am**: Past Presidents' Breakfast (Amethyst)
- **8:00 am - 8:30 am**: GED Test Administrators' Breakfast (Rosetta)
- **8:00 am - 10:00 am**: Exhibitor Check In & Set Up (Trinity Hall)

*continued next page*
Thursday, November 18, 1993 (continued)
8:30 am - 9:30 am  1994 National Program Committee Orientation (Edelweiss)
9:30 am - 11:00 am  Opening Session - "The Winds of Change" (Chandlily West)
  Mayor Steve Bartlett
  Professor Jerald Apes
  John V. Rosch, Chairman of the Board, TANDY Corporation
11:00 am - 12:00 pm  Grand Opening of Exhibits (Trinity Hall)
11:00 am - 12:00 pm  Unit Roundtables (Trinity Hall)
12:00 noon - 1:00 pm  Box Lunches (Trinity Hall)
12:00 noon - 1:00 pm  Social Philosophy Luncheon - Dr. Paul Miller (Peacock Terr.)
1:15 pm - 3:30 pm  PSSU Meeting (Cardinal B)
1:45 pm - 3:45 pm  McCluskey Symposium - Dr. Barry Lumsden (Carneas)
2:15 pm - 3:15 pm  Work Keys Advisory Committee Meeting (Anheils)
2:30 pm - 3:30 pm  How to Write for AEJ (Cardinal A)
2:30 pm - 3:30 pm  Concurrent Sessions #2
3:30 pm - 5:30 pm  Unit Roundtables (Trinity Hall)
3:30 pm - 5:30 pm  Exhibits Open (8:25/0 Gift Drawing @ 5:20 pm)
3:45 pm - 4:45 pm  General Session - "Organizations as Learning Institutions"
  Dr. Michael C. Patton (Chandlily West)
5:00 pm - 8:00 pm  How to Write for Adult Learning (Room 423 (Atrium))
5:00 pm - 8:00 pm  Concurrent Sessions #3
5:00 pm - 7:00 pm  Research Unit Meeting/Reception (President's Suite)
7:00 pm - 9:15 pm  Steak-Vaugh Presidents' Reception (Chandlily West)
8:30 pm - Midnight  Contemporary Books Dance (Chandlily East)

Friday, November 19, 1993
7:30 am - 8:00 am  Registration (Trinity Hall)
7:30 am - 8:00 am  International Unit Business Meeting (Chambers)
7:45 am - 8:15 am  Association Reorganization Meeting (Grand AB)
8:00 am - 9:00 am  Concurrent Sessions #4
8:15 am - 9:15 am  Women's Issues Unit Business Meeting (Tower)
9:30 am - 10:30 am  General Session - "Meeting the Needs of All Workers"
  Dr. Anthony Camavalle (Chandlily West)
11:00 am - 12:00 noon  How to Write Practitioner Publications for AAACE (Room 423 (Atrium))
11:00 am - 12:00 noon  AEJ Editorial Board Meeting (Cardinal B)
11:00 am - 2:00 pm  Exhibits Open (Trinity Hall)
11:00 am - 2:00 pm  Unit Roundtables (Trinity Hall)
11:00 am - 12:00 noon  Concurrent Sessions #5
12:00 noon - 1:00 pm  Box Lunches (Trinity Hall)
12:00 noon - 2:00 pm  Texas Workforce Education Consortium (Pandol)
12:15 pm - 2:00 pm  Awards & Fellowship Luncheon (Wedgewood)
12:30 pm - 1:30 pm  Students' Unit Annual Business Meeting (Tower)
12:45 pm - 1:15 pm  Roundtable Sessions A (Trinity Hall)
1:15 pm - 1:45 pm  Roundtable Sessions B (Trinity Hall)
2:00 pm - 3:00 pm  Concurrent Sessions #3
2:00 pm - 4:00 pm  Legislative Network (Grand AB)
3:15 pm - 4:15 pm  Concurrent Sessions #7
4:00 pm - 5:30 pm  PSSU Business Meeting (Tower)
4:15 pm - 5:45 pm  AAACE General Member Annual Business Meeting (Grand C)
4:15 pm - 5:00 pm  Exhibits Open (3:25/Gift Drawing @ 6:00 pm)
4:45 pm - 5:00 pm  Unit Roundtables (Trinity Hall)
6:00 pm - 7:30 pm  Nashvillia '84 Event (Chandlily West)
7:00 pm - 11:00 pm  Comm. of Professors of AE Annual Conf. (Grand AB)
7:30 pm - 11:50 pm  Medieval Times Dinner & Show (Chandlily Ballroom Entrance)
### Saturday, November 20 - Teacher/Practitioner Day

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<tr>
<td>7:30 am - 12 noon</td>
<td>Registration (Trinity Hall)</td>
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<tr>
<td>7:30 am - 8:30 am</td>
<td>New Member-Continental Breakfast (President’s Suite)</td>
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<td>8:00 am - 1:00 pm</td>
<td>Exhibits Open ($500 Grand Prize Drawing at 12:15 pm)</td>
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<td>8:00 am - 11:00 am</td>
<td>Committees of AIE Annual Conf. (Grand AB)</td>
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<td>8:00 am - 1:00 pm</td>
<td>Unit Roundtables (Trinity Hall)</td>
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<td>8:15 am - 5:15 am</td>
<td>Concurrent Session #3 (Grand AB)</td>
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<td>8:30 am - 10:00 am</td>
<td>Board Member Orientation (Amethyst)</td>
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<td>10:00 am - 11:00 am</td>
<td>General Session - “Diversity as Our Strength” (Chantilly West)</td>
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<td>New England Social Action Theatre</td>
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<td>11:15 am - 11:45 am</td>
<td>Roundtable Sessions C (Trinity Hall)</td>
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<td>11:30 am - 12:30 pm</td>
<td>State Affiliate/AAACE Leadership Meeting (Period)</td>
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<td>Roundtable Sessions D (Trinity Hall)</td>
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<tr>
<td>12:00 noon - 1:00 pm</td>
<td>Box Lunches (Trinity Hall)</td>
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<tr>
<td>12:30 pm - 2:00 pm</td>
<td>Unity Luncheon - New England Social Action Theatre (Grand C)</td>
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<tr>
<td>12:45 pm - 1:45 pm</td>
<td>Concurrent Sessions #9</td>
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<tr>
<td>1:00 pm - 4:00 pm</td>
<td>Dallas Chef's Tour or Discount Shopping Tour (Chantilly Ballroom Entrance)</td>
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<tr>
<td>1:00 pm - 6:00 pm</td>
<td>Exhibit Take Down (Trinity Hall)</td>
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<tr>
<td>1:15 pm - 4:15 pm</td>
<td>Selected Shorts: ALL WRITE &amp; Workshop (Cannes)</td>
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<tr>
<td>1:30 pm - 4:00 pm</td>
<td>1993 National Program Committee Meeting (Period)</td>
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<tr>
<td>2:00 pm - 3:00 pm</td>
<td>Concurrent Sessions #10</td>
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<tr>
<td>2:00 pm - 5:00 pm</td>
<td>Adult Learning Educational Board Meeting (Inverness)</td>
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<tr>
<td>3:15 pm - 4:15 pm</td>
<td>Concurrent Sessions #11</td>
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<tr>
<td>4:45 pm - 5:30 pm</td>
<td>Concurrent Sessions #12</td>
</tr>
<tr>
<td>7:00 pm - Midnight</td>
<td>Night on the Town: Fort Worth Stockyards &amp; Billy Bobs (Buses depart Chantilly Ballroom Foyer)</td>
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### Sunday, November 21, 1993

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 am - 12:00 noon</td>
<td>Commission of Professors of AIE Annual Conf. (Grand AB)</td>
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<tr>
<td>8:00 am - 9:00 am</td>
<td>AAACE Executive Committee Meeting (President's Suite)</td>
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<tr>
<td>9:00 am - 1:00 pm</td>
<td>AAACE Board of Directors Meeting</td>
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### Day By Day Activities

#### Monday, November 15, 1993

<table>
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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00 am - 9:00 pm</td>
<td>NAEPDC Executive Development Seminar (INFOMART)</td>
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<tr>
<td>8:00 am - 6:00 pm</td>
<td>Army &quot;Continuing Education System&quot; Day (Monte Carlo)</td>
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<tr>
<td>6:00 pm - 8:00 pm</td>
<td>Staff/Volunteer Training Sessions (Trinity Hall)</td>
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<tr>
<td>8:00 pm - 9:00 pm</td>
<td>AAACE National Office Staff's Planning Meeting (Inverness)</td>
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#### Tuesday, November 16, 1993

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 am - 7:00 pm</td>
<td>Registration (Trinity Hall)</td>
</tr>
<tr>
<td>8:00 am - 9:00 pm</td>
<td>NAEPDC Executive Development Seminar (Edelweiss)</td>
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<tr>
<td>8:00 am - 4:00 pm</td>
<td>Armed Services Cont. Ed. Unit Annual Conf. (Monte Carlo)</td>
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<tr>
<td>9:00 am - 5:00 pm</td>
<td>COABE Board Meeting (Amethyst)</td>
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<tr>
<td>9:00 am - 8:00 pm</td>
<td>NAESDC Meeting (Chambers)</td>
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<tr>
<td>10:00 am - 12 noon</td>
<td>Nominations and Elections Committee (Inverness)</td>
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<tr>
<td>1:00 pm - 6:00 pm</td>
<td>AAACE Executive Committee Meeting (President's Suite)</td>
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<tr>
<td>1:30 pm - 6:00 pm</td>
<td>CPE Annual Conference &amp; Reception @ 5 pm (Fleur de Lis)</td>
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#### Wednesday, November 17, 1993

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<th>Time</th>
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<tr>
<td>7:30 am - 7:00 pm</td>
<td>Registration (Trinity Hall)</td>
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<tr>
<td>6:00 am - 4:00 pm</td>
<td>Armed Services Cont. Ed. Unit Annual Conf. (Monte Carlo)</td>
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<tr>
<td>8:00 am - 5:00 pm</td>
<td>State Directors of Adult Education Annual Meeting (Cardinal)</td>
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<tr>
<td>8:30 am - 8:00 pm</td>
<td>International Unit Annual Conf. &amp; Reception @ 6 pm (Wyeth)</td>
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<tr>
<td>9:00 am - 5:00 pm</td>
<td>Commission of CPE Annual Conference (Fleur de Lis)</td>
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<tr>
<td>10:00 am - 6:00 pm</td>
<td>AAACE Board of Directors Meeting (Amethyst)</td>
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<tr>
<td>11:30 am - 1:00 pm</td>
<td>National Workplace Literacy Project Directors Lunch (Batik)</td>
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<tr>
<td>1:00 pm - 4:00 pm</td>
<td>Dallas Landmark Tour (Chantilly Ballroom Entrance)</td>
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#### Thursday, November 18, 1993

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<th>Time</th>
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<tr>
<td>6:30 am - 7:30 am</td>
<td>AAACE President's Literacy Walk (Hotel Lobby)</td>
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AAACE President Peyton Hutchison will lead a Literacy Walk to increase awareness of literacy and to raise contributions to AAACE. Bring your walking shoes and $5.00.

#### Taking Care of Ourselves While We Perform the Teaching Role

The 1993 WISE Dinner features Sheila K. Collins, co-director of IATREIA, Institute for the Healing Arts, Fort Worth, Texas. Dr. Collins holds a doctorate in adult education and is a social worker. After an introductory talk, she will engage us in activity and conversation about our experiences as women adult educators.

Economic development, educational excellence, total quality management, access, and equity are some of the critical issues facing everyone involved in workforce development. Exemplary workplace literacy partnerships between business, industry, labor, and education are on the rise in Texas, and these partnerships are taking serious steps toward effectively addressing these issues. Recognizing the need for a highly skilled and educated workforce to compete successfully in the 21st Century global economy, many Texas businesses and industries, with the support of labor, have taken the lead in developing effective workplace literacy programs. Leaders of these entities have become strong advocates of workplace literacy. You are invited to a panel discussion to hear from several CEO's about how these workforce issues are impacting their companies.

#### Come mingling with state and national leaders in education and business to discuss the "hot" topics in adult education.

Explore the hidden treasures and history of "Big D"—from its frontier settlement infancy to its emergence as a dynamic, thriving city. Highlights include the original Neiman Marcus department store, the Magnolia Oil building topped by Pegasus, the winged horse; Deasley Plaza; the Morton H. Meyerson Symphony Center; "Deep Ellum," Thanksgiving Square; Las Colinas; and much, much more.
Thursday, November 18 (continued)

7:30 am - 8:30 am Program Division Directors' Meetings
- Government Education & Training (Cardinal B)
- Life Skills Programs Curricula (Fleur de Lis B)
- Occupational & Professional Programs & Curricula (Batik B)
- Providers of Service (Cardinal A)
- Special Populations & Issues (Edelweiss)
- State & Local Management (Fleur de Lis A)
- Theory Research & Evaluation (Batik A)

7:45 am - 9:15 am CPE Business Meeting (Travertine)
7:45 am - 9:15 am Cooperative Extension Unit Breakfast (Steuben)
7:45 am - 9:15 am Corrections Unit Meeting (Wyeth)
8:00 am - 9:15 am Past Presidents' Breakfast (Amethyst)
8:00 am - 9:30 am GED Test Administrators Breakfast (Rosetta)
8:00 am - 10:00 am Exhibitor Check In & Set Up (Trinity Hall)
8:30 am - 9:30 am 1994 National Program Committee Orientation (Edelweiss)
9:30 am - 11:00 am Opening Session - "The Winds of Change" (Chantilly West)
                 Mayor Steve Bartlett
                 Professor Jerold Apps

John V. Roach, Chairman of the Board, TANDY Corporation.
Mr. Roach is a board member of several large corporations and has received numerous awards for business leadership. He will speak on the important linkages between business and adult education.

11:00 am - 1:00 pm Grand Opening of Exhibits (Trinity Hall)
11:00 am - 1:00 pm Unit Roundtables (Trinity Hall)
12 noon - 1:00 pm Box Lunches (Trinity Hall)
12 noon - 1:30 pm Social Philosophy Luncheon

Dr. Paul Miller (Peacock Terr.)
Paul Miller is president emeritus of the Rochester Institute of Technology and former president of the University of West Virginia. He is a thought-provoking and stimulating speaker.

1:15 pm - 2:15 pm Concurrent Sessions #1

Successful Proposal Writing
Room 423 (Atrium)
Green, Gary; Jeanette Smith
Grantsmanship can be difficult. So take the time to learn some of the ins and outs of this very complicated process.

Adult Education: The AAAE and Labor in the 1930's
Batik A
Schied, Fred M.
Session will explore the complex relationship between the AAAE and the rise of labor organizing during the Great Depression. Will look at the contentious relationship the organization had with many social change agencies, especially those groups associated with the labor movement.

Islands of Learning: Life in an ABE/GED Program
Batik B
Courtney, Sean; LaDeene R. Jha, Wayne Babchuk
Will explore significant themes and categories which emerged from students' descriptions of their ABE/GED experiences. Will see how these form the basis for a "grounded theory" of life and how this approach has implications for structuring of practice settings.

Higher Education: A Promising, Viable Wind of Change for Some Low Income Women
Cardinal A
Baird, Irene C.
Workshop will offer three alternative higher education approaches for low-income women: viable options/catalysts for promoting continuous change, providing solutions for reaching one's potential and building in longer-term security.

New Approaches to Understanding Adult Learning
Dardenelles
Merriam, Sharan; Arthur Wilson, Marcie Boucouvallis, Elisabeth Tisdell
Will present new insights into adult learning gleaned from the research and writing on consciousness and learning, situated cognition and feminist pedagogy. Will identify what the literature is in these areas and draw implications for planning and delivering educational programs to adults.

Older Adults Preferred Learning Environment
Edelweiss
Dowding, Kathy
Will present findings from research study which examined preferred learning environment characteristics of older adults. Will discuss these and implications on present and future programming. Characteristics should be considered for inclusion in older adult education programs.
A Practical Approach to Problem Resolution: Complexities of Federal Workplace Literacy Guidelines
Flurie, Lie A
Travis, George Y., Larry Grabach, Russ Conley
Learn from the experiences of three three-year grant programming administrators in building workplace literacy program from the ground up. Focus will be on needs assessment, community relations, and partnership building.

Appropriate Use of Adjunct Faculty In Higher Education
Flurie, Lie B
Hochschild, Jay
Will present findings from a literature review of issues surrounding the use of adjunct faculty. Will highlight issues such as exploitation of potential full-time faculty, lack of orientation, lack of training and support services. Models for orientation and training will be presented and discussed.

An Overview of SCANS
Flurie, A
Cork, Gloria J.; Steffen, Palke
Session will present a complete overview of SCANS. i.e., the Secretary's Commission on Achieving Necessary Skills. Will provide an in-depth understanding of the research and the recommendations presented by the commission for an integrated approach from education and business.

Adult Literacy In America: Impact of the National Survey
Flurie, A
Ali, Helen, Drew
A recent survey has discovered that 40 to 44 million Americans have literacy levels considered "at risk." This session will discuss this and other findings of the National Adult Literacy Survey and the Adult Educator's role in responding to this national crisis.

Overview of Self-Directed Learning in the Workplace
Flurie, B
Connor, Sharon; Suzanne Johnson, Cynthia Eckhart
Presentation will describe self-directed learning projects, both on and off the job. Will emphasize three areas: factors encouraging SDL in the workplace, self-perception factors and their effects on SDL in the workplace, and ways to help employees engage in SDL.

Workforce Learning Systems
Room 310 (Atrium)
Richard, Patricia
Workforce learning systems assist education agencies and businesses throughout the country to establish effective workplace literacy programs. Attendees will learn the three components of Workforce Learning Systems and become familiar with legal issues.

Bars and Books: How to Successfully Reach and Teach Inmates/Ex-Inmates
Room 333 (Atrium)
Stull, Errol Craig
Session offers models for classroom problem situations and general classroom training that will improve the overall instructional effectiveness with inmates and ex-inmates.

Adult Educators as Perspective-Takers
Room 334 (Atrium)
Holt, Margaret; Trenton R. Ferro
Participants will complete the Global Readiness Scale, constructed to predict individuals' readiness to work and thrive in new cultures. Discussion will focus on (a) the outsourcing of jobs, (b) the development of technical skills, and (c) the need for a new skill set that includes the ability to learn and adapt in a changing workplace.

The Challenge of Health Education: An Opportunity for Adult Education
Room 335 (Atrium)
Smith, Barbara E.; Carol Jakonski
Health Promotion for Adult Literacy Students, lifelong-technology series that recognizes the uniqueness of each adult learners' learning while emphasizing the critical role good health plays in their success.

Leadership Training: A Collaborative Effort For Continuous Change
Room 410 (Atrium)
Krause, Russell J.; Diane Appert
Session will describe a leadership training program jointly undertaken by NYS Education Department and the New York Association of Community and Continuing Education to provide continuing and community educators in the state the skills to deal with continuous change at the local level.

THINK BIG - Major Marketing Efforts Produce Positive Change
Room 425 (Atrium)
Bjorklund, Suzanne; Emily Chierici
Presentation will spotlight innovative ideas that led to collaborative marketing ventures encompassing three counties in NE Ohio and three in NW Pennsylvania. Will discuss benefits of building valuable marketing partnerships and view sample products of media campaigns.

Using Collaborative Learning Groups in Combination with Computer Mediated Learning
Room 434 (Atrium)
Ellsworth, III, H.
Session will give participants an understanding of Internet and online resources that support adult education teaching and research.
Thursday, November 18 (continued)

Cooperation of Government and Other Agencies for the Enhancement of Adult Ed Delivery Systems  
Room 510 (Atrium)  
Dees, Bobby  
This session will address the coordination of adult education at the state level with other agencies, both public and private, and the "nuts and bolts" of how and why. Will identify viable and supportive state level partners to broaden and enrich local adult education programs through coordination.

Total Quality Education and Training Concepts for Organizational Improvement  
Room 534 (Atrium)  
Smith, J.D.; Barbara J. Stankowski  
Session will present analysis of current Total Quality Management (TQM) concepts and suggested applicability to adult educators. Will review common TQM concepts, understand applicability to adult education and potential training opportunities and discuss how to improve processes.

Shared Leadership: Collaborative Efforts Among Learners, Instructors, and Administrators for Organizational Change  
Rosetta  
Caffarella, Rosemary S.; Katherine M. Schaefer, Jean Anderson  
Session will highlight concept of shared leadership as one way of implementing organizational change. Participants will share their own experiences and vision of how they view working in a collaborative manner with various staff and constituents of their organizations.

Clarifying Organizational Values in Adult Educational Organizations  
Steuben  
Conklin, Nikki L.; R. Dale Safrit, Jo M. Jones  
Session will discuss a step-wise process for identifying adult education organizational values developed through research in the North Carolina and Ohio State University Extension systems. Will explain how to translate identified values into critical success factors.

The Teacher as Researcher in the Adult Education Math Classroom  
Travertine  
Schmitt, Mary Jane; William Arcand, Esther Leonelli, Martha Merson  
Twenty-three ABE math teachers recently joined together to rethink and reshape their practice. They will share their findings of their action-based research. Research and practice can work together.

Can't We All Just Get Along? Productive Dialogue on Race Relations  
Wyeth  
McCoy, Martha L.; Thomas Quigley H.  
Session will provide specific suggestions, models, and materials for organizing and leading structured, small-group discussions on race relations. Will address issues of racial and ethnic diversity and examine how discussion programs on race relations have been organized.

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<tr>
<td>1:15 pm - 3:30 pm</td>
<td>PSSU Meeting (Cardinal B)</td>
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<tr>
<td>1:45 pm - 3:45 pm</td>
<td>McClusky Symposium, Dr. Barry Lumsden (Cannes)</td>
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<tr>
<td>2:15 pm - 3:15 pm</td>
<td>Work Keys Advisory Committee Meeting (Amethyst)</td>
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<tr>
<td>2:30 pm - 3:30 pm</td>
<td>Getting Published in AEQ (Cardinal A)</td>
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Concurrent Sessions #2

What a Takeover Looks Like  
Batik A  
Newcomb, Sarah  
This will be an interactive 'how to' session for workplace teachers and administrators to develop collaborative efforts with business and labor. There will be discussion on the National Workplace Literacy Program sponsored by the U.S. Department of Education.

Action Research: How It Can Improve Everyday Practice  
Batik B  
Quigley, B. Allan; Phil Pinder  
Presentation will articulate differences between action research and other research methods, examine how to apply action research to specific problems and discuss consideration of action research in a user-network among colleagues to build knowledge and inform policy into the future.

Getting Published in AEQ  
Cardinal A  
Dirick, John M.; Sean Courney  
This session will describe strategies for having material published in Adult Education Quarterly, AAACE's scholarly journal.

The Advancement of Postformal Thinking of Graduate Studies: A Dissertation Study  
Dardenelles  
Kanady, Grace  
Session describes current research that suggests doctoral programs need to supplement traditional subject matter focus with higher level cognitive development. Will contrast traditional and present-day doctoral populations as well as desired outcomes of doctoral study.

* Designates The Texas Connection
Thursday, November 18 (continued)

Individualized Instruction for ABE Through GED
Room 494 (Atrium)
Brooks, John F.; Jane Bailey, Pat Joyce*
Session presents a tested and proven, all-level, competency based curriculum which provides for assessment, placement, and individualized instruction in an open-entry, open-exit program.

Adult Education, Post Modernism and a Future?
The Australian Experience
Room 510 (Atrium)
Randell, Shirley
The condition of post-modernism is analyzed relative to the present and future positioning of adult education in Australia.

Collaborative Work Groups and the Execution of Individual Research Projects
Room 534 (Atrium)
Diaz-Alemany, Daisy; Oma Morey, Pat Robinson, Alison Brouse*
Workshop is directed to doctoral students at different stages of completing dissertations. Will present and discuss with participants a collaborative model of group research with individual outcomes. Will discuss maintaining group continuity and focus and how to avoid problem area.

The Toyota Family Literacy Project in St. Louis: An Overview and Progress Report
Room 553 (Atrium)
Schnell, Thomas R.
Goals and activities of Toyota Families for Learning Literacy Project are described. Participants should see strengths and weaknesses and achieve understanding of establishing a model of collaboration leading to improved opportunities for families to benefit from family literacy.

Overcoming Obstacles in Building a Learning Organization
Rosetta
Smith, Douglas H.; Jesus Fernandez
Organizations must provide an environment for shared visions, personal growth, and innovative thinking. Ten obstacles to these practices are described, with strategies for overcoming them.

Urban Volunteers: Understanding the Hows and Whys of Adult Contribution
Stueben
King, Jeffrey E.; R. Dale Saffit
Participants will explore the unique contributions, motivations, and needs of adult learners as volunteers in urban communities. Will emphasize identification and recruitment strategies that promote increased numbers of adult volunteers into urban adult education programs.

Positive Steps
Travertine
Bryant, Jane; Debra Stokes*
Session presents "Positive Steps," a community based skills building program for parents and students focusing on early intervention of at-risk behaviors. Will identify the objective of the program, the target population, and the community resources for implementation.

Social Commitment: A Look at a Recent Research Project with Social Activists
Wyeth
Isley, Paul J.
Review an exciting research project in which social activists were interviewed, better understand the connection between learning and social commitment, and how one's mission in life can be organized into a professional approach to adult learning.

2:30 pm - 3:30 pm How to Write for Adult Education Quarterly (Cardinal A)
3:30 pm - 5:30 pm Exhibits Open ($250 Gift Drawing @ 5:30 pm)
3:30 pm - 5:30 pm Unit Roundtables (Trinity Hall)
3:45 pm - 4:45 pm General Session - "Organizations as Learning Institutions"

Dr. Michael Q. Patton (Chantilly West)
Michael Q. Patton founded and owns an organizational development consulting business. He is the author of several books and his skills include work in futuring, program evaluation, strategic planning and organizational development.

5:00 pm - 6:00 pm Concurrent Sessions #3

Examining Controversies in Adult Education:
Linking Debate to Action
Batik A
Sisco, Burton; Michael Galbraith
Session introduces a model for analyzing controversies in adult education and proposes a series of action steps that might be taken for resolution of each controversy. Will introduce a number of controversies and discuss possible leadership initiatives that practitioners can use at various levels.

Guidelines for Developing a Code of Ethics in Adult Education
Batik B
Stewart, David
This presentation will review the new guidelines on ethics
Thursday, November 18 (continued)

Discussion of Implications of Transnational Harmonization of Voluntary Industry Standards and the Impact on ACE
Room 353 (Atrium)
Walser, F. Leroy; John Steffons
What does the transnational harmonization of industry standards by sector mean to the adult educator. There will be significant impact upon the adult learners when Canada, Mexico, and the United States become more collaborative in the private sector.

Outcomes Assessment of ABE Staff Development Programs in Six States
Room 410 (Atrium)
Bowes, S. Gregory; Carol M. Donahue, Gail Dowling, Dianne Glass, Meredith Leahy, Lindy Whilton
This panel discussion will describe a collaborative approach used in assessing outcomes of ABE staff development in six states. Will describe diverse activities and outcomes studied and evaluated in the programs, emphasizing the resulting improved practice.

Meeting Diverse Graduate Student Advisee Needs
Room 434 (Atrium)
Polson, Cheryl J.
Session will review existing literature and research on graduate student advising toward goal of increasing advising effectiveness. Will discuss relationship between good advising and graduate student retention and degree completion and identify skills essential to being a quality advisor.

Supporting the Emotional Needs of Literacy Students: The Answer to Reducing Drop-Outs
Room 510 (Atrium)
Weisal, Laura P.
The majority of ABE/literacy students drop-out within 90 days of enrolling; nearly 60% have sought help with basic skills numerous times. This session will focus on supporting the emotional needs of those challenging learners to stop the 'revolving door cycle' and maximize learner outcomes.

More Don’t’s than Do’s in Your Presentation Style? A Guide to More Effective Lectures and Instructional Aids
Room 534 (Atrium)
Greenland, Annette; Vivian W. Mott
Learn the I’s of presentation strategy: whet the INept instructor deliver INeffective instruction, then view some IINappropriate transparencies.

Texas Teacher Training: A Holistic Concept
Room 553 (Atrium)
Whitney, Tina
Presentation will discuss how Texas teacher training uses a regional approach for ESL and adult literacy/math. Will also address training for volunteers and other special populations. Participants will apply strategies and resources similar to the Texas model to plan for similar training.

Transformative Leadership for Learning Organizations
Rosetta
Robinson, Russell D.
Session will discuss transformative leadership skills, such as shared decision making, team learning, continuous improvement, and critical thinking to challenge traditional leaders in today’s learning organizations.

Strategies to Help Transitional ESL Students Succeed in ABE and GED to Help Transitioned ESL Students Succeed in ABE and GED
Steuban
Olsen, Roger E. W-B
Workshop will describe three teacher training modules on strategies to help transitioned ESL students succeed in ABE and GED classes, specifically: presentation strategies, processing techniques and evaluation methods. Simulation includes small group work and large group debriefing.

Measuring Behavioral Change as a Result of Corporate Training: Translating Theory to Practice
Traverine
Karakaesas, Meg; Kathleen Neville, Carol Ann Stubbs, Melissa Horner
Focuses on evaluation of skills taught in corporate training programs. Explores Kirkpatrick’s four-level model, combining different methodologies, creating instruments which measure behavioral change in technical, management, business process and team development training.

Inevitable Encounter: Adult Educators and K-12 Educators Form A New Partnership
Wycoth
Day, Michael
Presentation will highlight initiatives to forge a new partnership between adult and K-12 educators. Participants will have a better understanding of issues that have separated adult and K-12 educators and will be better able to assist promoting a new partnership among all educators.

5:00 pm - 6:00 pm How to Write for Adult Learning Magazine (Room 423)
5:00 pm - 7:00 pm Research Unit Meeting/Reception (President’s Suite)
Once again, Steck-Vaugn Company is graciously sponsoring our President’s Reception, our annual tribute to the past and present officers and President of AAACE, Peyton Hutchison. The President’s Reception is a perfect opportunity for networking and socializing.

Always a great evening . . . featuring the Party Dolls, a “50s/60s” group. Plan to wake up those old bones!

### Friday, November 19, 1993

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<td>7:30 am - 7:00 pm</td>
<td>Registration (Trinity Hall)</td>
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<td>7:30 am - 9:00 am</td>
<td>International Unit Business Meeting</td>
<td>(Chambers)</td>
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<td>7:45 am - 9:15 am</td>
<td>Association Reorganization Meeting</td>
<td>(Grand AB)</td>
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<td>8:00 am - 9:00 am</td>
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#### Training Engineers to Be Trainers: A Corporate and University Learning Partnership

**Batik A**

Spikes, W. Franklin

Session will be a discussion of an ongoing training partnership program between Kansas State University and Allied Signal Corporation. Will focus on the acquisition of training and development competencies for professional engineers in a high technology manufacturing setting.

#### Extended School Day - A Latchkey Alternative

**Batik B**

Stoughton, Becky

Session will present a model latchkey alternative program of extended school day. Through the community education program in the school district, this innovative, multi-age child care program meets the needs of latchkey children including a holistic curriculum.

#### The Changing Fiscal Environment for Continuing Education

**Cardinal A**

Dravea, William A.

Presenter will outline the key factors in the changing fiscal environment for continuing education and the new approaches that practitioners and continuing educators are taking to develop financial stability and growth.

#### The Development of Different Views of Reality and How They Affect Learning

**Dardenelles**

Krupp, Judy-Arn

Session will present the developmental stages through which adults form meaning in their lives and concrete ways of using this information when working with adult learners. Will overview stages of meaning making with emphasis on adult stages.

#### Let’s Explore the Basic Assumptions of John Dewey and Alfred North Whitehead

**Edelweiss**

Isley, Paul J.; Michael Collins

Participants will be able to reflect on their own philosophical stances toward adult learning with respect to the approaches of Dewey and Whitehead, and therefore make better educational decisions.

#### Army Personnel Training

**Fleur de Lis A**

Mraz, Martha

An overview of the Army Personnel Testing (APT) Program will be provided and its relationship to the soldier’s personal growth. The session will also show the APT’s relationship to the other branches of service.

#### The Impact of American Culture on Adult Education and Training

**Fleur de Lis B**

Snerritt, Caroline

This session examines the American cultural conditioning, its impact on adult education, and the elements of a new culturally pluralistic education paradigm.

#### The Teaching and Learning Implications of a Culturally Diverse Workforce

**Lalique**

Knoth, Elizabeth S.

Expand awareness of the teaching and learning implications of a culturally diverse workforce, i.e., recognizing the values/assumptions on which trainers base their practice, understanding how cultural values impact teaching/learning and discussing how to facilitate learning.

#### Questions of Diversity

**Obelisk A**

Ludwig, Barbara G.; Jamie Cano

Presentation will review techniques and tools to use in assessing organizational growth towards diversity and personal knowledge of diversity issues. Will discuss four-part assessment tool developed and used by Extension managers in Ohio.

#### Measuring Adult Student Outcomes

**Obelisk B**

Schlimgen, Bob; Lamar Gailey

How effective is your Continuing Education program? Do your program outcomes demonstrate continuous quality improvement? This session will provide practical steps in program evaluation and review a statewide program that guarantees the competency of its technical graduates.
Friday, November 19 (continued)

Serving Adults with Learning Disabilities in Basic Skill, Workplace and Literacy Programs: Data and Implications
Room 310 (Atrium)
Weis, Laura P.
Demographic and assessment data will be presented indicating that 60% of literacy students have significant learning differences. The implications of this data, strengths-based accommodations, and the ways to maximize service outcomes will be discussed.

The Impact of Work on Learning: A Study of Women Small Business Owners
Room 223 (Atrium)
Volkman, Ann
Study presents the learning experiences of women small business owners, showing the transnational impact of work on their models of themselves as learners. Will relate findings to the literature and facilitate discussion of implications for career development in small businesses.

Building Quality Adult Education in Massachusetts
Room 334 (Atrium)
Bair, Charlotte; Donna Connolly; Rich Levy; Bob Bickerton
Panel presents components of Massachusetts GOALS (Greater Opportunities for Adult Learners) Project, including learner survey and state's performance in supporting program quality. Will link to USDCE Quality Indicators and understand how these might be applied in states.

High School Equivalency Examinations: A Viable Alternative for Certain At-Risk Youth
Room 223 (Atrium)
Klein, Carolyn
Session presents an operational overview of the Texas High School Equivalency Examination Program, an alternative high school program for certain youth at risk of not graduating. Will describe the components of the program and identify the Texas components that meet their needs.

Organizations as Facilitators of Change: Laubach Literacy Action’s National Accreditation Program
Room 410 (Atrium)
Weiss, Peter; Judith Alampay, Donna Lane
This session will describe a new accreditation program that is being developed by Laubach Literacy Action to provide standards of program quality for volunteer literacy programs nationwide.

Moral Orientation, Gender, and Continuing Educators’ Salaries
Room 423 (Atrium)
Manning-Roger W.; Karen Watkins
Session will explore the relationship between continuing educators’ salaries, moral orientation and gender. Participants will identify their own moral orientation and discuss its implication in terms of the above. Implications for practice are discussed.

Offenders and Adult Basic Education: Partners in Education
Room 434 (Atrium)
Johnson, Richard L.
Presentation will review laws affecting probationers and parolees with LD in a less academic skills. Will define the difference between probationers and parolees and review the number of potential students and current educational delivery systems in place. Will discuss learning styles.

Should We Stop Calling Adult College Students “Nontraditional?”
Room 510 (Atrium)
Greenland, Janis; Catherine F. Zeall
Will discuss whether the growing number of older students in colleges and universities still make them “nontraditional.” Will describe the origin of the term “nontraditional student,” summarize arguments for and against continued use of the term and present facts, opinions, and relevances.

Reentry Black Women in Higher Education
Room 334 (Atrium)
Baray, Juanita Johnson
Presentation will discuss motivations and expectations of reentry black women in higher education. Will discuss data and examine reported common experiences on predominantly white campuses versus HBCU campuses. Data will be situated in context of black feminism theory.

Concept Mapping - New Tool, New Applications
Room 553 (Atrium)
Miller, Keith; Lorraine R. Sandmann
Insufficient or unsophisticated analysis and interpretation often causes planning processes to fail short of their promise. This session presents a description and application of an updated, user-friendly, computer-based concept mapping technique, which graphically illustrates the extent of interdependence between planning items and the total system. The process requires participants to view and define these interrelationships by linking the art of systems thinking with team planning.

*Designated The Texas Connection
Total Quality “Education”: Two Stories of Struggle and Success
Rosetta Townsend, Kimberly A.
How does total quality movement (TQM) work in environments of public service where goals are not measured in financial gain? Session will discuss research on two adult education settings presenting challenges that educators experience in the implementation of TQM.

The Shifting Face of Shifting Face of Staff Development in Adult Education: Moving Towards the Practical Steuben
Dirk, John M.; Ruth Lavin, Michael Turner
Session will describe the concept of the “practical” as it applies to the design and planning of staff development in adult education. Will also differentiate between the “practical” and more traditional or “technical” approaches to staff development.

Approaches to Studying the Application of Learning Traverbine
Ottoson, Judith M.
Presentation will compare multiple approaches to studying the application of learning from continuing education. Will use a case study of 27 adults participating in continuing education to provide examples of the multiple meanings of “application.”

Confronting Racism and Sexism in Adult Education Wyeth
Hayes, Elisabeth; Scipio A.J. Colin, Donna Amstutz, Tony Baoz, Ron Corvino, Vanessa Sheared, Daniele Flannery
Will discuss ideas and strategies for changing racist and sexist practices in adult education, specifically, to recognize the existence of racism and sexism, to identify strategies for changing existing practices and to locate additional resources to support efforts to challenge racism and sexism.

8:15 am - 9:15 am  Women’s Issues Unit Business Meeting (Inverness)
9:30 am - 10:30 am  General Session – “Meeting the Needs of All Workers”

Dr. Anthony Carnevale
(Chantilly West)
Anthony P. Carnevale is the President of the Institute for Workplace Learning, the applied research center of the American Society for Training and Development. He is a nationally recognized authority on economic issues associated with employment and training.

11:00 am - 12 noon  Adult Education Quarterly
            Editorial Board Meeting (Cardinal B)
11:00 am - 12 noon  How to Write Practitioner Publications for AAACE (Room 434 (Altrium))
11:00 am - 2:00 pm  Exhibits Open (Trinity Hall)
11:00 am - 2:00 pm  Unit Roundtables (Trinity Hall)

11:00 am - 12 noon  Concurrent Sessions #5

Adult College Students with Special Learning Needs: Strategies for Success
Batik A
Gadbois, Nancy; David DuBois, Shella Callan
Session focuses on strategies to empower students, to enable faculty, and to coordinate use of learning resources institutionally and regionally. Will present approaches and techniques and examples of successful coordination of use of regional resources.

Military Transition Program
Batik B
Knight, James M.
Presentation will describe model program established by Valencia Community College, Orlando, Florida, which is a systemic approach to establishing a transition program through secondary education to a meaningful second career for veterans.

Texas Adult Literacy: What’s the Latest?
Cardinal A
Denyer, Jacque; Don Seaman
Session will present recent developments at the Texas Adult Literacy Clearinghouse to promote easy access to current adult education information and instructional materials. Will review handbooks, instructional materials, curricula and other products from Special Projects.

A Collaborative Approach to Workplace Training
Dardenelles
Westbrook, Jane
Business trainers provide a variety of learning opportunities for co-workers often without training in principles of adult learning. Learn how Adult and Community Education partnerships can strengthen workplace educational development through “training the trainers” programs.

Impacts of GED Credentials on Life Chances of Graduates: Results from a Two-Year Followup Study
Edelweiss
Baldwin, Jane; Jean Lowe, Shih Oi
This national follow-up survey provides timely information of GED graduates’ experiences and attitudes relating to college enrollment, workforce participation, and personal satisfaction.
Changes in Instructional Strategy for Distance Learning via Satellite
Room 510 (Atrium)
Thach, Liz
What changes in instructional technique and design are required to teach in a distance learning environment? Session will address this question, reporting on a study of college professors redesigning traditional classroom materials to fit the needs of a national audience learning via satellite.

Critical Thinking: Helping Adult Learners Make Better Decisions
Room 534 (Atrium)
Jones, Jo M.; R. Dale Safrit
Participants will practice utilizing effective instructional strategies for nurturing critical thinking in adult learners. Will explore these instructional strategies and how they nurture critical thinking and its relationship to decision making and problem solving.

Quality Monitoring and Texas’ Indicators of Program Quality
Room 563 (Atrium)
Stedman, Deborah
Session will include Texas indicators of program quality and explanation of the quality monitoring system used to identify needs of local programs for technical assistance in adult education and literacy. Desk review, local study and on-site visits are included as monitoring components.

Workplace Socialization Factors Affecting Retention in On-Site Education Programs
Rosetta
Hinton, Barbara E.; Barry A. Vann
Will discuss the findings of a study of workplace socialization factors that affected student retention in on-site programs. Will state the effect that networking patterns in the workplace and in the classroom had on student retention in workplace education programs.

Applied Performance Assessment and Quality Control: Lessons from the National EDP and Other Workplace Assessments
Stebben
Harvey, Florence; Judith Alamprase
Learn techniques applied-performance assessments use to meet the challenge of cost-effective monitoring, reliability and quality control. Will describe challenges of insuring quality, explain how reliability and cost-effectiveness is assured & discuss quality control measures.

Online Action Research: What Works in Classroom Research
Traversette
Ramirez, Sylvia; Richard Stiles
OAR documents how teachers research “what works” with “which students” and “why.” Teachers use computers to create an online database to help the adult learner.

Women’s Learning in Leisure: Affiliation, Self Determination, and Empowerment
Wyeth
Flannery, Daniele
Will review research in adult education which shows most women do not experience empowerment. Will discuss whether learning experiences are informal because it occurs in leisure and whether it is different because it is informal and pursued in relative freedom.

12 noon - 1:00 pm Box Lunches (Trinity Hall)
12 noon - 2:00 pm Texas Workforce Education Consortium (Panidot)
12:15 pm - 2:00 pm Awards & Fellowship Luncheon (Wedgewood)

The AAACE leadership will recognize those members who have made significant accomplishments in the field of adult and continuing education.

12:30 pm - 1:30 pm Students’ Unit Annual Business Meeting (Inverness)

12:45 pm - 1:15 pm Roundtable Sessions A (Trinity Hall)

An Examination of Stephen Covey’s 7 Habits of Highly Effective People in State Government
Adair, Suzanne; Suzanne Hubbel, Oma Morey
Table 1

Total Quality Management - Its Application in an Extension Communication Unit
Anderson, Eugene L.; Carol Scipioni
Table 2

Coping with “The Winds of Change”
Arsenault, Anne G.
Table 3

LEAP: Using Satellite Technology to Teach Adult Basic Skills and Job Readiness
Bennett, Linda
Table 4

Can the Functionally Illiterate Adult Who Reads at 0.0-4.0 Level Be Prepared for Skilled Professions?
Biggs, Catherine M.; JoAnn Sainz
Table 5

The Housing Authority Organization as A Learning Institution: Developing Leadership Skills for Participation
Bolton, Elizabeth B.
Table 6
Friday, November 19 (continued)

- Education and Empowerment: A Summary of Eighteen Cases of Women Enrolled in a GED Program
  - Bennett, Mary A.; Ron Newsom
  - Table 7

- Using Critical Incidents to Improve Instruction
  - Brook, Paula; Rancy Garrison
  - Table 8

- Validity-Value: How To Talk Back to Communication Skills for the Workplace
  - Brown, Jane
  - Table 9

- DoD Implementation of the Alternative Teacher Certification Program
  - Campbell, James
  - Table 10

- The Processes of Adult Learning: Failure as Feedback for Motivation
  - Cavallera, Lorraine A.
  - Table 11

- Learning Just-In-Time
  - Chen, Acale
  - Table 12

- Implementing Feminist Pedagogy in the Adult Education Classroom
  - Clark, M. Carolyn; Sandra Gaston
  - Table 13

- Battalion/Brigade Classes
  - Collins, Tommie J.
  - Table 14

- Issues Programming Training Needs of Extension Educators
  - Conlin, Niki L.
  - Table 15

- Management in Adult Education: Diversity and Development
  - Courney, Bradley C.; Mary Strangway
  - Table 16

- Facilitating the Adult Learner's Re-Entry to Secondary School: A Needs Survey
  - DeCiero, Maria
  - Table 18

- Incidental and Informal Learning Practices in Use by Human Resource Professionals
  - Dixon-Brady, Daisy
  - Table 19

Insights into How White-Collar Workers Respond to Unemployment
- Lakan, Dennis F.
- Table 20

Linking Theory to Practice in Certificate Program Development
- Doeder, Carla; Paula Brook
- Table 21

An Adult Educator’s Guide to the Internet
- Ellisworth, Jill
- Table 22

Workplace Feedback about Graduates’ Performance
- Eveslage, Sonia; Thomas Donlon
- Table 25

The Use of Computer Technology to Improve the Quality of Life of Elders in Extended Care Facilities
- Dyar, Charles
- Table 24

Influencing Continuous Change
- Moore, Allen B.
- Table 25

The “Certificate” vs “Degree” Dilemma: Implications for the Development of Professional Program Planning Specialists
- Oakley, Charles E.
- Table 26

Using Guided Self-Study to Evaluate a Worker Basic Education Program
- Pett, Delores
- Table 27

The Theme of W.E.I.R.D. in the Lives of African American Women: Implications for Adult Education Research and Practice
- Pearson, Elizabeth A.
- Table 28

Reluctant, At-Risk Students:urning Attention During the First Three Critical Weeks
- Quitney, B. Alan
- Table 29

Literacy and Worker-Centered Learning: Beyond the Myth of Workplace Illiteracy
- Schlo, Fred M.
- Table 30
Meeting of Customer Needs for Distance Learning
Mouzes, Maria; Elisabeth Thach, Ricky Telg, John Koronika
Table 31

Fields: Do Not a Profession Make: Research Results of Cross Educational “Turf” Characteristics
Thiel, Kathleen K.; James V. Bina
Table 32

Self-Directed Learning for Overcoming Barriers to Completion of Doctoral Degree Programs
Criner, Lida
Table 33

Adult Women: Ways of Learning and Communicating
Schoen, Delores C.
Table 34

New Avenues for Citizenship: A Review of the INS-Approved CASAS Citizenship Exam
Rickard, Patricia; Patty Keeton
Table 35

Adult High School - Moving Adult Education into the 21st Century
Claborn, Sherrie; Roger Hansard
Table 36

Responding to a Globalized Economy - Language Lessons from Europe and Japan
Halka, Zita Juzinskas; Robert Nolan
Table 37

Innovators: Evolution of the Creative Spirit
Hamiel, Michele
Table 38

Table 39

And Now I can: The LitTech Learning System: A New Instructional Strategy
Schmiedka, Wayne; Barbara Kazdan
Table 40

Aiding Career Change Through Recognition of Noncollegiate Learning
Schwartz, Joan
Table 41

Right Now, My Life Is Like A . . . (Take the Time to Share Your Experiences in Professional Development)
Zep, Catherine P.
Table 42

12:45 pm - 1:45 pm  AAACE Unit Meetings
(Trinity Hall)

1:15 pm - 1:45 pm  Roundtable Sessions B
(Trinity Hall)

Fulfillment or Frustration: The Paradoxical Role of Technology in Adult Education
Farr, Charlotte Webb; James Shaefer
Table 1

CPE Influencing Continuous Change
Ferris, David
Table 2

Management in Diverse Settings: Identifying Behavior Disorders and Applying Interventions
Franklin, Joan; Kim Freeland
Table 3

Using a Collaborative Learning Journal in the Adult Education Classroom
Gaston, Sandra
Table 4

Building Regional Coalitions for Leadership Development and Community Investment
Gerken, Shirley H.; Connie McKenna
Table 5

Developing and Institutionalizing an Adult and Community Education Code of Ethics
Gillum, Ronald M.; Karen D. Davis
Table 6

Workplace Literacy: Lessons from the Field
Guaraldi, Regina; Dorothy Taylor
Table 7

Quality of Campus Life for the Older Student: A Survey Report
Gentzler, Rie; Kathryn Towns
Table 8

Internationalizing Programs for Pre-service and In-service Adult Education Teachers
Gueulette, Davin G.
Table 9

Self-Esteem of Incarcerated Women
Guthrie, Barbara
Table 10
Education Designed For Gainful Employment. The Detroit Program: A Private Sector Business, Education, and Social Services Partnership
Hagans, William; Sandra Howard-McGee, Tenia White, Malvin Chapman
Table 11
Worksites Basic Skills Training in Louisville, KY - a National Award-Winning Project
Halehally, Jeanne; Janet Stelkens
Table 12
How to Start a Four-Year Teachers’ Education Program including Certification on a Military Base
Hogan, George C.
Table 13
The Challenge of “Going It Alone”
Iowa, Patricia
Table 14
Preparing Organizations to Qualify for Basic Training Staff Members: A case study with Implications for CPE
Jannotta, Marjorie; Kay Houghon
Table 15
Winds of Change: Is There Anything Unchanging About Adult Education?
Jenkins, Peter
Table 16
Developing a Market Plan for Programs in Foreign Language for Nontraditional Students
Johnson, Suzanne
Table 17
New York State’s Response to Providing Literacy Training for the Homeless
Smith, Barbara; Gem B. Schectman
Table 18
Understanding Adult Learners’ Preferences for Classroom Social Environment
Kim, Kwang; Tom Valentine
Table 19
Identifying Indicators of Quality and Accountability: Evaluation Processes
Lurie, Johan
Table 20

Shared Research Context: Power Relations, Qualitative Methods, and the Construction of Knowledge
Keller, Pamela; Elisabeth Tisdell
Table 21
University Extension Reformation and Renewal of the Function
Lembe, Wayne
Table 22
Signals for Change: Influence of Multiple Perspectives on the Implications and Utilization of Program Evaluations in Adult Education
Lararal, Tariq; John Dicks M.
Table 23
Implementing Quality Management in Corrections
Lawrence, Dan; Gyna Olson, Mike Parsons
Table 24
How to Test and Administer the Tests of Adult Basic Education (TABE)
Levi, Carole C.
Table 25
Environmental Scanning: Charting Your Way Through the Data Explosion
Lisch, Sylve
Table 26
If “Integrated Learning System” Means Only the Integration of Instruction and Management, It Doesn’t Mean Much
Lyles, John
Table 27
Welcome to Literacy Land: Racism, Sexism and Hidden Curricula in Literacy Reading Texts
Quigley, B. Alan
Table 28
Applying Facilitation Strategies to Adult Instruction
Moore, Allan B.
Table 29
Improved Teaching Through Constructive Evaluation
McElhinney, James H.
Table 30
Professionalism for Professionals
McKenna, Connie; Shirley H. Gerber
Table 31
Teaching Faculty About Non-Traditional Students
McLaurin, Sylvia
Table 32

*Designates the Target Connection
Using Computer Lab Strategies to Decrease Dropout Rate in High School
Simonoff, Martin D.; Robert P. Villano, Cesar Rivero
Table 34

Weaving Basic Literacy, ESL, Family and Workplace Literacy With a Computer Lab - and Keeping it Funded!
Wilczak, Judith Arndt; Joseph Wilczak
Table 35

Playing with Our Emotions: Using Theatre to Create Social Change
de Mello, Stan; Diane Larson, Sari Cohen
Table 36

Lifelong Learning: Empowering Unemployed Adults to Take Action Through Combining the Enlightenment with Improving Working Skills
Engaard, Ellinor; Brie Lonstrup
Table 37

Intergenerational Education for Aging Adult Learners
Jones, Cleopatra
Table 38

What Contributes to Program Success or Failure: Ideas From Value-Added Instruction and Perceived Benefits of Participation
Oakleaf, Charles R.
Table 39

Infiltrating "The System" With The Disenfranchised: Crediting Prior Experiential Learning in B.A. Programs
Smith, Kenneth E.; Donald W. McCormick
Table 40

Networking Workplace Literacy Managers and Providers
Weaver, Lloyd E.
Table 41

Effective Teaching-Learning Environments for Undergraduate Students
Zoph, Catherine P.
Table 42

2:00 pm - 3:00 pm Concurrent Sessions #6

Systems of Support: Environmental Considerations for Adult Students
Batik B
Saltiel, Iris M.
Session presents research findings identifying support systems in the home, work and educational environments that contribute to the completion of educational goals of working adults. Will contrast support systems for adult undergraduate students and alumni working in the corporate sector and doctoral students and alumni working in the educational sector.

Diversity Training in Healthcare
Batik B
Welborn, Ruth B.*
Will focus on ways healthcare professionals define diversity, identify strategies to teach diversity in healthcare settings, and describe the healthcare professional's perceptions of problem areas in teaching diversity in healthcare institutions.

LIFE Problem Solving and Decision Making
Cardinal A
Harris, Wendy
Session addresses concrete problem solving and decision-making strategies adults need to confront the challenge of change in today's world. Will give participants experience with problem solving, skills needed to develop action and contingency plans, and reasoning tools for evaluating decision outcomes.

The Community: Classroom of the Future
Carnegies
Westbrook, Jane*
Community Service Learning provides opportunities for expanding classroom walls to encompass the community. Session will focus on defining community service learning and identifying ways to develop youth and adult learning projects to the mutual benefit of public school youth, adult learners and the community.

Workplace Education: Making it Work
Carnegie
Hollman, Linda
Session offers an overview of Pima County Adult Education's Workplace Education Project. Will discuss the elements of a successful workplace education program, including program design, recruitment, assessment, curriculum development, instructional methodologies and evaluation.

Diagnostic Skills Techniques (DST Model) for Industrial Training and Consulting
Fleur de Lis A
Murk, Peter J.
Overview of diagnostic skills of "SW's H & Costs of the DST Model" trainers might use for industrial training. Responding to Who, Why, What, When & Where, How and How Much questions posed by trainer to the firm assesses the needs and assists with more effective training programs.

Implementing a Work-Related Basic Skills Program in Industry
Fleur de Lis B
Price, Kathy
Implementing a work-related basic skills program, i.e.
Staff Development as Practical Problem: A Commitment to Change Strategy For ABE Teacher Training

Room 534 (Atrium)

Turner, Michael K.; John Dirk M.
Session will describe the use and efficacy of a commitment to change strategy within staff development for ABE teachers. Will describe the process and focus on extent of implementation and level of satisfaction related to change, nature of changes identified, factors that prevent or inhibit implementation and effects on participants, students and practice.

Workplace Literacy Related Issues and Trends in the Literature and Resources

Room 553 (Atrium)

Imel, Susan
Session will help participants make more effective use of information which has emerged on workplace literacy as a national priority. Will focus on issues that have been detected in the literature, trends in its development and a framework for organizing the resources.

Training Attitudes of Women Business Owners: The Houston NAWBO Cohort

Rosetta Yakimovicz, Ann*
Study reports on training attitudes of women business owners, identifying variables which influence the use of training in the organization and noting patterns of change. Study asked the question: what trends in training attitudes can be found among women business owners?

Harnessing the Winds of Change Through Alternate Delivery Systems

Steuben
Troeger, M. Carolyn; Stancie B. Chamberlain, Dan Currie, Sandy Freeden
Session will explore delivery systems such as certificate programs, accelerated degree programs, off-campus sites and distance learning programs for adults who want quick, efficient ways to meet educational needs.

More Than You Ever Wanted to Know About ADA

Travertino
Gaviliet, Margaret J.
Will explain and explore ADA requirements for program activity and service accessibility and ramifications for adult education activities. Session will explore differences and similarities between Title II and Title III in various areas with reference to adult education activities.

Overcoming Resistance to Self-DIRECTION in Adult Learning

Wyeth
Brockett, Ralph G.; Roger Heimstra
Session will look at reasons some educators resist self-direction and some possible solutions. Will examine some of the major reasons for resistance to self-direction and identify several strategies that can be used to enhance opportunities for self-direction.

2:00 pm - 4:00 pm Legislative Network (Grand AvB)

A panel of national, local, and state experts will discuss the legislative trends that you should be aware of.

3:15 pm - 4:15 pm Concurrent Sessions #7

Community Development: Perspective Transformation of Groups

Batik A
Courtenay, Bradley C.; Bernie Moore
Session describes how community groups experience perspective transformation when they solve community problems. Will present elements and background information and describe community problem solving and decision making situations. Group will analyze two cases.

HRD and Quality in Healthcare

Batik B
Welborn, Ruth B.*
Ways in which human resource development (HRD) activities in healthcare settings give attention to quality. Will examine HRD activities, recognize the level of quality in HRD, identify the strengths and weaknesses of HRD activities and explore future relating to healthcare reform and quality.

Workplace Documents to Workplace Learning: Job-Specific Curriculum Development

Cardinal A
Weidner, Laura E.; Michael Zekonis
In this hands-on workshop, learn how to create workplace literacy lessons from workplace documents, using a functional approach.

One Last Chance - Alternative Instruction Programs

Dardennes
Westbrook, Jane*
Session will examine alternative instruction programs as the solution to the problems of drop-out prevention and recovery. Will discuss a variety of types of alternative instructional programs, identify essential components of any program, identify potential funding sources and understand the fundamentals of organizing multi-district programs.

Using the ERIC Database to Generate Winning Proposals

Edelweiss
Imel, Susan
Presenter will describe how using ERIC database can contribute to proposal development and how participants will be able to make effective use of ERIC as a proposal development resource for adult education projects, including accessing appropriate information.
The Development of a Management Development Curriculum
Panel A
Tealeman, Diane E.
Professional education often focuses on content specialty rather than on management excellence. This session examines strategies for creating a management development curriculum for a selected profession, but applicable to all.

Integrating Basic Skills and Problem Solving into a Workplace Education Program
(Contemporary Books, Inc.)
Panel A
Berry, Henry
This exhibitor workshop will discuss the development of reading, math, communication, and problem-solving skills in the context of improving employability and job-performance.

Reshaping Your Sails: Apprenticeship and Certification Programs for Military Servicemembers
Leyden

To compete in the global economy, America's workforce must be highly skilled. New, viable Army Apprenticeship and Certification programs have been developed through the assistance of the Department of Labor. This session will show how the military can provide industry-with-skilled, educated, employable, healthy, and civil-mindful workers they need, while saving industry training dollars.

The Meaning of Silence: The Learning Organization
Obear, A.
Walker, Karen E.; Marick, Victoria J.
This session features highlights from the presenters' new book on the learning organization and the results of their investigation of experiments to create learning organizations.

The Meaning of Silence and Voice: A Discussion of Experiences of Women in the Workplace
Obear, B.
Brooks, Arne; Koford, Louise T.
Session will present a structured exploration of the meaning of silence and voice in the workplace. Women will identify the issues of commonality that comprise for women the dual constructs of silence and voice in the workplace. Convenors and participants will describe their experience.

Building Quality Adult Education Programs in Massachusetts
Panel A
Roberts, Bob; Donna Comelli, Rich Levy, Charlotte Baer
Panel will explore conditions for building quality ABE programs and present participatory strategies for explaining and implementing these approaches. Will facilitate discussion regarding necessary minimal conditions for building quality programs and linkages to other factors enhancing quality.

The Competitive Edge: Strengthening Skills in the Workplace
Panel A
Shallen, Elaine
Session describes instructional materials developed in a national workplace literacy project that teach math, communication, and critical thinking skills in a functional workplace context.

Rebuilding Adult and Continuing Education in Russia: Russian-American Collaboration Opportunities
Panel A
Kim, Thomas; Boris Geremsky
This session examines the problem confronting adult and continuing education in Russia, describes the rebuilding efforts, discusses opportunities for collaboration, and discusses the operation of the new Russian-American Center for Adult and Continuing Education in Moscow.

Typology of Cultural Diversity Programs
Panel A
Martin, Mary S.
A framework of five types of cultural diversity training programs will be presented. Each type will be described and compared in terms of the characteristics: philosophies, educational goals, clients, delivery formats, and evaluation. The applicability of each program type to race/ethnicity issues will be demonstrated.

Profiles of Australian Workplace Trainers and Developers: Recent Research
Panel A
Scheffer, Francesca; Carole Keynes
This program will present research on the perceptions of Australian adult trainers/educators regarding what are characteristics contributing to their effective performance.

Adult ESL Learners: Taking Risks and Building Confidence
Panel A
Rosenthal, Max
This session will explore the techniques used to help teach adult ESL learners that taking risks in class is acceptable and that such risks can build confidence.

Creating a Climate for Lasting Change by Understanding What Individuals Experience When Changing
Panel A
Krupa, Judy
Investigates stages individuals experience when changing...
and how to use this knowledge to help self and others to lasting change. Will define change, discuss the stages of change, understand the necessity for advocating slow changes.

**Adult Education Patterns in Church-Sponsored Divorce Recovery Groups**
*Room 510 (Atium)*
Walter, Jim
Conference will examine five models, along with adult education features, of divorce recovery groups sponsored by larger congregations. Rather than therapeutic analysis, focus is on curriculum material, teaching methodology, session objectives and other program features.

**TQI - Putting Total Quality into Instruction**
*Room 534 (Atium)*
Smith, Douglas H.; Jo D. Gallagher, Ralph G. Lewis
The Total Quality Improvement (TQI) is impacting all organizations. We will describe how TQI principles are being applied in instruction by university faculty.

**Gender and Multicultural Concerns in the Higher Education Classroom of Non-traditional Age Adults: A Model for Faculty Development**
*Room 553 (Atium)*
Tisdell, Elizabeth J.; Sylvia McLaughlin
Session will present a faculty development model for guiding curriculum transformation projects designed to address gender and multicultural concerns. Will include an overview of literature, discussion of the model and examination of how model can be applied to participants’ situations.

**Enhancing the Participation of Organized Labor in TQM: Practical Ideas for Adult Educators, Trainers, and HRD Pros ...**
Rosetta Wolensky, Kenneth
This program engages adult educators, HRD professionals, and trainers in discussion and dialogue regarding principles designed to enhance the participation of organized labor in Total Quality Management (TOM).

**Workplace Literacy Approaches**
Steuben
Knower, Robert
Workshop will compare definitions and subsequent curriculum development, instruction and evaluation related to Workplace Literacy. Examples of approaches include skill, social and cultural practice, and critique and social/political action.

**Collaborative Learning in Small Groups of Adult Learners on PCs and Local Area Networks**
Traventine
Klemm, W.R.; Jim Snell
Workshop will focus on new strategies for active, collabora-
tive learning using computer conferencing on PCs and local area networks. Will present several logic structures used in such learning conferences, critique the process and suggest other logic structures.

**The Four Roots of Adult Education**
Wyeth Reischmann, Jost
Presentation will discuss how relating adult education to its religious, emancipative, humanistic, and pragmatic foundations clarifies conflicts and offers a richer understanding of diversities in theory and practice. Understand, using this pattern, conflicting differences in adult education.

**SCHEDULE**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>4:00 pm - 5:30 pm</td>
<td>PSSU Business Meeting (Inverness)</td>
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<tr>
<td>4:15 pm - 5:45 pm</td>
<td>AAACE General Membership/Annual Business Meeting (Grand C)</td>
</tr>
<tr>
<td>4:15 pm - 6:00 pm</td>
<td>Exhibits Open ($250/Gift Drawing @ 6:00 pm)</td>
</tr>
<tr>
<td>4:15 pm - 6:00 pm</td>
<td>Unit Roundtables (Trinity Hall)</td>
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<tr>
<td>6:00 pm - 7:30 pm</td>
<td>'94 in Nashville Event (Chantilly West)</td>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 pm - 11:00 pm</td>
<td>Comm. of Professors of AE Annual Conf. (Grand AB)</td>
</tr>
<tr>
<td>7:30 pm - 11:30 pm</td>
<td>Medieval Times Dinner &amp; Show (Chantilly Ballroom Entrance)</td>
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</table>

Go back into time—Medieval Times—and be guests of the royal family. Enjoy a delicious feast fit for a king! After dinner, sit back in your throne and be ready to take part in the show of all shows. Cheer on your favorite knight as you watch him perform feats beyond belief with nerves of steel.

**Saturday, November 20**

**Teacher Day**

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 am - 12 noon</td>
<td>Registration (Trinity Hall)</td>
</tr>
<tr>
<td>7:30 am - 8:30 am</td>
<td>New Member Continental Breakfast (President's Suite)</td>
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<tr>
<td>8:00 am - 1:00 pm</td>
<td>Exhibits Open ($500 Grand Prize Drawing at 12:15 pm)</td>
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<tr>
<td>8:00 am - 1:00 pm</td>
<td>Unit Roundtables (Trinity Hall)</td>
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<tr>
<td>8:00 am - 11:00 am</td>
<td>Comm. of Professors of AE Annual Conference (Grand AB)</td>
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</table>
Positive Approaches to Conflict
Batik A
Earnest, Garee
Session will focus on: theory of conflict management, the positive as well as negative aspects of conflict, understanding the sources of conflict and how this understanding improves the probability of resolution, and utilizing conflict management styles in appropriate situations.

Diversity Is Our Strength: Understanding Differences
Batik B
Arbuckle, Billie J.; Gloria Fenceroy*
Workshop will provide increased awareness of diversity by presenters trained through the National Coalition Building Institute. Will address ingrained associations that make individuals categorize information according to their own programming and internalized oppression.

The SABES Orientation for New Adult Basic Education Staff
Cardinal A
Smith, Christine; Marcia Hohn
During this session SABES staff will share the Orientation for New Staff, a 15-hour learner-centered, participatory training program for ABE/ESL staff. Sample participatory activities from the Orientation will be presented. Content areas include: What is Literacy?, the Learner in the Community, the Big Picture, How Adults Learn as Individuals, Materials, Techniques and Methods, Assessment, Connecting to Resources and Support Systems, Lesson Planning, the Experience of Being an Adult Educator, and Evaluation.

Whole Language for Adult ESL Learners
Dardenettes
Kessler, Carolyn; Padraig MacEinitri, Sylvia San Miquel Garza*
Will illustrate how whole language theory may be applied to meeting needs of widely diverse adult learners. Will emphasize hands-on, interactive activities integrating oral language and literacy with authentic materials. Takes into account role of learner's language, culture and experience.

The US Army's Approach to the Transition of Soldiers to Civilian Life
Edelweiss
Perez, Mike; L.A. Chartier
Better understand the complexity of downsizing within the Army. Discuss the comprehensive, coordinated approach transitioning to civilian life. Also reviews the in-service and post-service educational and vocational components of downsizing.

* Designates The Texas Connection

A Leap FORWARD for JOBS Clients and Their Instructors
Fleur de Lis A
Barich, Barbara*
Will present an overview of the curriculum and the 5-step curriculum model for holistic instruction. Instructors implementing the curriculum will share their “growing pangs” in adapting this holistic life skills/academic skills curriculum to their students’ particular needs.

A Pragmatic Approach to Teaching Styles and Learning Differences
Fleur de Lis B
Gabbard, Sara; Linda Thistlethwaite
Session will discuss importance of recognizing learning styles and identify some general characteristics of common learning differences and review some simple strategies for dealing with them. Will look at effects of visual perceptual, auditory perceptual and communication disorders on learning.

International Panel Discusses Global Issues
Latique
O'Toole, Moona
There is an increasing number of global issues that impact adult education. This session will address a variety of such issues and discuss the role and responsibilities of adult educators.

Cultural Diversity Training: An Action Model for Community Based Educators
Obelisk A
Okazawa-Rey, Margo
The Association of Community Based Education will present highlights from its national training project to provide multicultural diversity education, training and organizational development assistance. Will discuss practical applications of the model to a variety of educational settings.

A Workplace Approach to Create a Learning Organization
Obelisk B
Eastmond, Daniel V.; Brent Snow
Session will present a typology of workplace learning to guide adult educators in facilitating the variety of workplace learning. Comprehensive, long-term approaches combine these learning types with several learning levels in order to create learning organizations.

A Model for Portfolio Assessment in ABE
Room 310 (Atrium)
Hayes, Elisabeth
Session will provide an overview of portfolio assessment techniques and describe a model portfolio assessment
process currently being used in several adult basic skills programs. Strategies for effective use of the model in other programs will be discussed.

Self Esteem: Yours, Theirs, and Ours
Room 223 (Atrium)
Knapp, Judy-Arn
Session will address three questions with seriousness and humor: what is self-esteem, why is it important, and how can organizations create a positive climate for adult learners. Will define, understand the significance of, and discuss ways of establishing self-esteem.

ESL Instruction at the Loews Anatole Hotel
Room 334 (Atrium)
Ackerman, Rose
The Loews Anatole Hotel provides ESL instruction for hotel employees. The program emphasizes skills required in the hospitality workplace. The instructor and employees will share their experiences and expertise in the development of a successful workplace literacy program.

Adult Education in Russia: A View from the Inside
Room 357 (Atrium)
Rodlmeier, Lisa
Session will discuss what is new in adult education in Russia. The role of adult education in the country's economic and social changes will be explored.

Who Was That Masked Man? Teamwork vs.
The Lone Ranger Syndrome
Room 410 (Atrium)
McCormick, Gloria
Explore the essential elements of school improvement through the development of "new" leadership, not more leadership. Compare leadership vs. teamwork and its impact on professional development. Session draws from Sergiovanni's writings on moral leadership.

Constructivism, Critical Theory, and Feminist Pedagogy: A Synthesis of Thought and Application
Room 428 (Atrium)
Hamilton, Cathy; Cecile Grumet
This session focuses on how the constructivist learning theory provides a framework for the application of critical and feminist pedagogies.

Doing Business with Business: Effective Business and Higher Education Partnerships
Room 434 (Atrium)
Charbonneau, Stanice B., Carolyn Troeger
Session will explore and discuss models for effective partnerships between business and higher education to meet the changing needs of professions, institutions, and industry, with in-depth discussion of intention, development, and implementation of replicable models from best practices.

The Minister of Adults
Room 510 (Atrium)
Wallace, Jim
Conference will focus on the requirements, responsibilities, and qualifications of position of Minister of Adults (relatively new in congregations). Will examine various church staff relationships involved in the position of Minister of Adult Education.

Adapting Standardized Content to Diverse Students
Room 534 (Atrium)
Norton, Veronika Kral
Session will focus on developing strategies for constructing lesson plans that can accommodate the needs of a class with heterogeneous students. Will focus on constructing lesson plans with built-in opportunities for individualized instruction to accommodate diverse students.

Improving the Design and Delivery of Instruction for African American Learners Through "Contentfax"
Room 553 (Atrium)
Guedela, David; Phyllis Baker
Program will demonstrate the use of "contentfax" techniques to explore and address the learning characteristics of African American learners. Requirements derive from classroom with actual audiences and constitute an effective means of suggesting classroom teaching practices.

The “Right Ingredients” to Ensure a Successful Workplace Education Partnership
Room 572 (Atrium)
Bozian, Robert M.; Johan Liden
Presentation will begin with an overview of state and local workplace partnership programs. It will be followed by a case study which communicates the “right ingredients” to assure a viable workplace education partnership.

Teaching Adults to Improve Writing Skills:
Writing as Process
Sturman, Craig De
Experiential workshop will teach how to teach writing as a process. Will look at improving writing as a process of pre-writing, writing, revising, editing, and publishing. Participants will learn and practice pre-writing and revising in a group setting.

Length of Participation in Adult Literacy Programs and Perceived Family Environment Variable of Participants Tavormina
Lyman, Barbara; Mike Camm, Emily Miller, Payne, Ann Camm
A review of the family environmental variables that most influence participation in adult literacy programs. Will review the research using the Family Environment Scale (FES).
Saturday, November 20 (continued)

Self-Assessment for Professionals: Opening a Window for Change
Wyeth Klevans, Deborah R.; Wayne D. Smulz, Carolyn Beresford, Robert J. Vance
Experience the process of an innovative self-assessment system that helps professionals uncover and respond to their practice-based learning needs.

8:30 am - 10:00 am  Board Member Orientation
(Amethyst)
10:00 am - 11:00 am General Session - "Diversity as Our Strength" (Chantilly West)

New England Social Action Theatre. A major problem in adult literacy programs has been the lack of attention given to the "noneducational problems" of students. The New England Social Action Theatre uses performance to highlight problems of adult students that go beyond traditional educational issues.

11:15 am - 11:45 am  Roundtable Sessions C
(Trinity Hall)

Exploring Grounded Theory in Adult Education: Process, Product, and Implications for Practice
Babchuk, Wayne; LaDeana R. Jha, Sean Courtney
Table 1

Promoting and Developing Quality Homeless Adult Education Programs
Baer, Charlotte
Table 2

Women in Corporate Culture: How They Learn and Succeed
Biere, Laura L.
Table 3

Evaluation of a Health Insurance Workplace Literacy Program
Brown, Emy J.
Table 4

Reinventing CES Organizations Through Diversity
Buck, Sue
Table 5

Upper Iowa University and Fort Riley, Kansas - A New Partnership for Adult Learners
Canellis, Bill; Ralph McKay
Table 6

Peer Review: The Royal Road to Professional Development
Moran, Joseph J.; Frederick C. Howe, Betty J. Cappella
Table 7

The Professional in Transition: Exploring the Professional Self during Periods of Transition or Crisis
Morey, Oma
Table 8

The Epistemology of Reflective Practice
Mott, Vivian W.
Table 10

Women and Technology
Mouzes, Maria; Teri McCall
Table 11

Empowering Learners Through Metacognitive Strategies
Natalia, Ron
Table 12

What Influence Has Extension Training Programs Had on the Adoption of Safe Pesticide Use Practices
Norland, Emmalou V.; Steve Prochaska
Table 13

Benefits Of Adult Education Participation: Was Maslow Right the First Time?
Oaklie, Charles R.
Table 14

Formative Evaluation of Agency Staff Training: A Move to TQM
Payne, Dennis T.; Emily Miller Payne
Table 15

Psychosocial Factors Influencing Hispanic Adult Participation in Continuing Learning
Prieto, Anita J.
Table 16

Workforce Learning Systems (WLS): Changing the Way We Educate
Ramirez, Sylvia; Bobby Anderson, Carolyn Chandler
Table 17

Improving Lifelong Learning Opportunity: A Model for Assessment and Recommendation
Richardson, Faye C.
Table 18
A Current Appraisal of Adult Educational Activity with A Focus on Work Among Aboriginal People, Women, and Community Based Education
Randell, Shirley
Table 19

The Magic of Using Multimedia to Help Soldiers Reach Learning Objectives
Rockeymoore, Hazel Brown
Table 20

Timeout for Literacy: Adult Literacy in a Community Correctional Setting
Rockwell, Cornelia
Table 21

An Approach to Writing: Reinforcing Positive Self-Image for Adults Through Successful Writing Skills
Russell, Melvia D. Haney
Table 22

Preparing the Total Army Family for the 21st Century Through Education Initiatives
Sacks, Priscilla D.; Shirley Milchesky, Neil Lauby
Table 23

Effective Strategic Planning in Adult Education Organizations
Safr, R. Dale
Table 24

Attitudes About Continuing Education and Program Participation Among Kansas Long-term Registered Nurses
Sanders, Martha J. Morgan
Table 25

Empowering Adults through Literacy Education
Scales, Alice; Shirley Biggs, Eddie Dawson
Table 26

A Vision for Adult Mathematical Literacy: Massachusetts Standards
Schmit, Mary Jane; Ruth Schwendeman, Esther Leonelli, Loe Thomas
Table 27

Learning the Workplace; Preparing Adult Education Teachers to Teach Workers
Schoen, Lee; Andrew Gross
Table 28

Toward a Taxonomy of Research in Human Resource Development
Smith, Douglas H.
Table 29

The Ability to Effectively Integrate Andragogical Principles to Create a Favorable Climate for Learning
Tolpinc, Anthony M.
Table 30

Synergy: Bringing Adults and Technology Together
Soler, Judith; Susan Nespechal
Table 31

Total Quality Management in Community Corrections
Brockett, E. Anne; Jose Villarreal
Table 33

Utilizing Workers as Trainers: Hands-On Review of Teamster Training Program
Boylan, Barbara; Richard Hutt L.
Table 34

The Use of Humor in Working with the Older Adult
Axford, Roger W.
Table 35

Philosophy and History of Adult Education
Kato, Timothy O.S.
Table 37

Partnerships for Change: EDP and GED Go to Work! Collaborative Models for Encouraging Post-Literacy Skills
Lowe, Jean; Florence Harvey
Table 38

Learning to Learn by Learning to Teach
Scheel, Nancy
Table 39

Baldrige Based World Class TQM Distance Learning Environment
Stone, Harvey; Art Lacy
Table 40

Whole Language and ABE: Instructional Activities
Browning, Diane; Larry Browning
Table 41

Children's Books to Make Learning Programs More Meaningful for the Adult Learner
Ziegler, Carrie
Table 42

11:15 am - 12:15 pm AAACE Unit Meetings (Trinity Hall)
11:30 am - 12:30 pm State Affiliate/AAACE Leadership Meeting (Penot)
Implementing Essential Skills Development in the Business Environment  
Fitzsimmons, Mary Ann; Dianne Orlandos  
Table 1

Interactive Technology: Just Radio Waves... NOT!  
Francisco, Chris; Sara Gabbard  
Table 2

Motherhood and Management: Implications for Women's Professional Development  
Mott, Vivian W.  
Table 3

Computer Competency: Training the Trainer  
Mouzes, Maria; Rodney Ham  
Table 4

Strategies for Matching Methods to Philosophy: Improving Teaching Styles for Adult Educators  
Norland, Emmalou V.; Joe E. Heimlich  
Table 5

Speaking "Carolaun"  
Schrage, Robin; Carole Doyle, Laura Romstedt  
Table 6

An Alabama Adult Education Approach to Correctional Education  
Anderson, Liz  
Table 7

Changing Industry and Business Organizations to Enhance Global Connections and Culture and Etiquette of the World  
Shou, Priscilla  
Table 8

"Abriendo Puertas" Opening Doors for the Hidden Population: An Hispanic Experience  
Silats-Fiskum, Yvonne E.; Luis Aponte  
Table 10

The Aftermath of Hurricane Andrew - Redefining Crisis Management  
Smith, Douglas H.; Connie Gilbert  
Table 11

The Working Retired: Are Universities Effectively Using Senior Faculty  
Smith, Joyce Ann; Emmalou V. Norland  
Table 12

The Reflective Diversity and Multicultural Model for Organizational Change  
Smith, Ruth Queen  
Table 14

Selecting Adjunct Faculty for Adult Learning Programs: Recruitment, Assessment, Mentoring, and Development  
Sopher, Marli; Tera Johnson  
Table 15

Teacher Training via Satellite Downlink  
Stephens, Howard  
Table 17

Adult Literacy Instructors' Training (ALIT) Institute  
Taylor, Aryola; Pearl C. Baker, Lydia Smith  
Table 18

Fostering Intercultural Competency Through Transformative Learning  
Taylor, Edward W.  
Table 19

Mandatory Workplace Basic Skills Program  
Thayer, Marilyn; Ann Kuiper  
Table 20

Meeting the Special Needs of Married Undergraduate Reentry Women  
Thompson, Nancy; Ann Combs Goodman  
Table 21

Enhancing the Teaching/Learning Environment by Problem Solving, Reducing Stress, and Other Techniques...  
Tolper, Anthony M.  
Table 22

Model, Teacher, Change Agent: The Roles of Continuing Education  
Townsend, Kimberly A.  
Table 23

Persistence Over Time: A Profile of Adult Student Graduates at the University of Nebraska-Lincoln  
Turner, Michael K.  
Table 24

Strategies to Overcome the Glass Ceiling: Emphasis on Mentoring  
Tysil, Linda C.  
Table 25
Multi-Dimensional Framework for Evaluating Continuous Change
Soto, Francesco; Carol Kayrooz
Table 40

The Blinding Sun: Technology Can Be Helpful as well as Harmful if You Don’t Know What You Are Doing
Wol, Brauc
Table 41

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<th>Time</th>
<th>Activity</th>
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<tr>
<td>12 noon - 1:00 pm</td>
<td>Box Lunches (Trinity Hall)</td>
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<tr>
<td>12:30 pm - 2:00 pm</td>
<td>Unity Luncheon - New England Social Action Theatre (Grand C)</td>
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The Unity Luncheon, included in our Teacher’s Day Package, features the New England Social Action Theatre. They will both challenge and inspire you at the same time, addressing a variety of diversity issues in a creative way.

NEW ENGLAND SOCIAL ACTION THEATRE

A major problem in adult literacy programs has been the lack of attention given to the “noneducational problems” of students. One of the causes for this unfortunate situation is the narrow definition of learning sometimes embraced by many adult educators. The Northern New England Adult Education/Social Action Theatre had developed a series of scenarios that highlight problems of adult students who go beyond traditional educational issues. Performances by the troupe include a dialogue between the characters and the audience after each scenario. This group has performed for state, regional, and national conferences throughout the United States and Canada.

12:45 pm - 1:45 pm **Concurrent Sessions #9**

A Family Education Model Funded by a Collaborative Effort
Cardinal A
Dietz, Arthur; Beverly G. Bing
This session will provide an overview of a family education model. The process for collaboration funding will be demonstrated.

Portfolios: Channeling the Winds of Change toward Student Goal Setting, Assessment, and Accountability
Obelisk A
Lively, Kathy; June Hickey, Kay Fleming
This session introduces COLLAGE, a portfolio system that utilizes a collaborative effort between students and instructors to document academic and personal achievement. Participants to become more effective at goal setting through discussion and role playing.
Saturday, November 20 (Continued)

The Integrator Series (The Conover Company)
Cobele B
Bryan, Pat
Exhibitor workshop

The Future of Talking Workplace Literacy: Multimedia for Frontier Workers
(Interactive Knowledge, Inc.)
Room 310 (Above)
Barger, Chuck
Exhibitor workshop

GED Made, No Problems! (Contemporary Books, Inc.)
Room 228 (Above)
Barry, Henry
Exhibitor workshop

Adult Education in an ILGWU Local:
Historical and Practical Implications for
Researchers and Practitioners
Room 934 (Above)
Waterston, Kenneth
Session presents examples of labor and workers' education in an ILGWU local. Will focus on the contributions of the ILGWU to the history of adult education and emphasize the importance of labor and workers' education to present-day historical interpretations in the field.

Cost-Effective Materials for Adult ESL Programs
(Oxford University Press)
Room 333 (Above)
Resenhoiz, Max
Exhibitor workshop

Reading for Today (Schol-Vaugha Company)
Room 426 (Above)
Cohon, Trish
Exhibitor workshop Demonstration of new adult reading materials that recognize the different learning styles of adults to integrate these learning styles differences into the reading program.

Using Comprehensive Multimedia for Mathematics and
Electronics in Basic Education (Wisconsin Foundation for
Vocational, Technical, and Adult Education, Inc.)
Room 423 (Above)
Miron, Barry
Exhibitor workshop

Individualizing Your GED Program (Comex Systems, Inc.)
Room 424 (Above)
Przybylski, Doug; Lee Przybylski
Exhibitor workshop

Innovative Programs and Delivery Systems for Adult
Education (The CENTEC Corporation)
Room 510 (Above)
Banks, Lucy S.
Exhibitor workshop

Foundations for Success — An Interactive Multimedia
Basic Skills Program (Glencoe)
Room 534 (Above)
Spies, Dannie
Exhibitor workshop

DoD Financial Management, Education and Training
Room 552 (Above)
Copeland, Fred, John Faines
Session will review development by DoD of structure to
oversee financial management education and training;
presentation of career referral services to DoD personnel;
establishment of the Defense Business Management
University; and, creation of model learning resource centers

Past, Present, Future of AAACE
Rebecca
Hodan, John; Monroe Nell, Don Seaman
Other members and past officers of AAACE will be in this
session—attendees will have an opportunity to ask questions
and make suggestions about AAACE—where it's been
and where it's going.

Learner Assessment in Adult Education (PACE
Learning Systems)
Steuben
McKean, Susan
Exhibitor workshop

Intergenerational Literacy: What Adult Educators
Need to Know
Traverdine
Edwards, Pat
Participants will be able to understand the development of
the "Parents as Partners in Reading" program, a nationally
recognized family literacy program. This session will detail
the process to help illustrate and semi-literate parents.

New Visions - Kimbell Medical Center's Workplace
Literacy Program
Wyeth
Resch, Christine; Joan Marshall
The Kimbell Medical Center presents a unique and cost-effective hospital-based workplace literacy program that integrates ABE and ESL into the industry. Participants will learn how to organize, coordinate and develop their own job-specific literacy program.

*Designates The Texas Connection
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<th>Time</th>
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<tr>
<td>1:00 pm - 4:00 pm</td>
<td>World Famous Dallas Chefs (Chantilly Ballroom Entrance)</td>
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<tr>
<td>1:00 pm - 4:00 pm</td>
<td>Dallas Discount Shopping (Chantilly Ballroom Entrance)</td>
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<tr>
<td>1:00 pm - 6:00 pm</td>
<td>Exhibit Take Down (Trinity Hall)</td>
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<tr>
<td>1:15 pm - 4:15 pm</td>
<td>Selected Shorts: ALL WRITE &amp; Workshop (Cannes)</td>
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<tr>
<td>1:30 pm - 4:00 pm</td>
<td>1994 National Program Committee Meeting (Peridot)</td>
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<tr>
<td>2:00 pm - 3:00 pm</td>
<td>Concurrent Sessions #10</td>
</tr>
<tr>
<td>3:00 pm - 4:00 pm</td>
<td>1994 National Program Committee Meeting (Peridot)</td>
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**Developing a Global Perspective in Extension Educational Programs**

*Barik A*

Ludwig, Barbara G.

Insights into the experiences of one state in incorporating a system-wide international perspective into extension programming. Internationalizing Extension, as presented, will be viewed as an ongoing process undertaken by the entire extension system.

**Building a Partnership Framework Between Emerging Community Corrections and Adult Ed. Programs**

*Barik B*

Brockett, E. Anne; Virginia Gibbons*

Session will present an exemplar for building partnership programs for community education of offenders in probation and parole. Will define the community corrections population, describe the exemplar partnership program in Bastrop, Texas and apply these principles to other communities.

**Building Leadership and Capacity in ABE Programs**

*Cardinal A*

Waldron, Sally; Marcia Hohn

Session will look at how SABES, the Massachusetts Literacy Resource Center, builds from program and practitioner strengths to strengthen ABE/ESL programs. Will discuss applying methods for building capacity and leadership to staff and program development needs.

**Algebloks - Seeing is Believing!**

*Dardenettes*

Harris, Wendy

Seeing is believing! Learn how to make algebra easy for your students. Hands-on approach turns abstract algebraic concepts into concrete realities for students. Will show how to use Algebloks to model a broad range of algebraic concepts.

**Establishing Effective Work-Based Skill Center Partnerships**

*Eodelwiss*

Gillum, Ronald M.; Karen D. Davis

Session will present and discuss the processes, planning tools and ethos that have proven effective in establishing exemplary work based skill center partnerships. Participants will receive "draft" needs analysis and partnership agreement documents for customizing their own programs.

**Re:Generate! Intergenerational Programs**

*Fleur de Lis A*

Hartmann, Joyce; Margaret S.Church, Suzanne Murphey, Joe Midrester

Session will define "intergenerational programs" and explain why they are needed and what benefits they provide. Will show how to implement intergenerational programs in communities using a field-tested process and list sources for resources (references, people, grants & funding options).

**Portfolio Assessment in Adult Education and Literacy:**

*Telling the Story of Growth*

*Fleur de Lis B*

Tondre-Eli Zorkani, Barbara*

Will discuss the real value of the portfolio assessment which does not lie in its physical appearance, location or organization, but rather in the mindset it instills between student and teacher.

**TENET: Telecommunication, Computers and Education in Texas**

*Lalique*

Curtais, Evelyn; Dave Kinnaman, Noe Cavillo*

The use of a statewide communication network for Texas educators.
The Language of Mathematics and Adult Learners
Room 553 (Atrium)
Archambault, Betty*
Will present suggestions for integrating math and reading/writing instruction in ABE. Will describe math as a language, myths of mathematics instruction, rationale for integrating math and reading/writing and give a demonstration of instructional activities.

Project for Unique Learners in Literacy (PULL)
Room 310 (Atrium)
Rossetta Fisher, Beverly J.
Presentation will demonstrate lessons and provide opportunity for hands on learning regarding usefulness of some techniques that were field tested in literacy programs. Each technique is simply stated, is adaptable for students at different levels and is useful in working with learning disabled.

Administrators as Instructional Leaders
(3 Hours)
Room 323 (Atrium)
Steuben Seaman, Don; Jacque Donyer*
Session will present results of 1993 Statewide Teacher Needs assessment in Texas. Participants will have an opportunity to practice collaborative planning and to review selected professional development models from Texas and other states. (3 Hours)

Job Success: Combining Training, Parenting, and Academic Enrichment - The Whole is Definitely the Sum of Its Parts
Room 336 (Atrium)
Traverso Schneider, Judith M.; Madeline E. Ehler; Susan Klein*
Presentation will describe an innovative approach to working with economically and educationally disadvantaged adults and teens combining job training, parenting and academic enrichment.

2:00 pm - 5:00 pm Adult Learning Editorial Board Meeting (Inverness)

3:15 pm - 4:15 pm Concurrent Sessions #11

Introducing Immigrants to the US Justice System
Room 353 (Atrium)
Cardinal A Oren, Richard A.
Session will present program to introduce immigrants to the US justice system. Will examine design of the program and answer basic questions about legal rights in the U.S. Accompanied by a thirty minute video, "Introducing Immigrants to the US Justice System."

The Older Worker - Gray Power Wants to Stay on the Job!
Room 310 (Atrium)
Smith, Douglas H.; Boradine G. Smith
This session describes the uniqueness of older workers, their desire to continue working, and not just continue the way they have been doing.

Tapping the Mentor Well: Exploring the Dynamics of the Mentoring History of Successful Adult Learners
Room 310 (Atrium)
Ingram, Peggy
Using group input and musical accents, this session will explore the relationship between the mentoring dynamic and adult leadership. Will present retrospective data to define the issues such as "Who needs one?" and "After it's over, how to lose one?"

Effective Program Practices: The Secretary's Awards for Outstanding Adult Education Programs for 1993
Room 323 (Atrium)
Tawey, Carroll F.
Will present an overview of standards and measures used for selection of the Outstanding Adult Education and Literacy Programs. Will describe outcomes in achieving objectives, student accomplishments and measurement of student gains. Will discuss diversity in adult education programs in terms of tailoring instruction to meet participant needs.

Partnership for Economic Development in Rural Areas
Room 336 (Atrium)
Moore, Allen B.
Will discuss improving economic development of local communities in rural areas. Rationale, purpose, design, program and extensive follow-up activities for two programs involving 12 rural counties in 1992 and 1993. Emphasis is on locally directed economic development program impacts.

Armstrong State College Alternative Teacher Certification Program for Retiring Military with Baccalaureate Degrees
Room 353 (Atrium)
Newberry, Lloyd; Gary L. Baker, Robert R. Hill
Session will present an innovative concept to credentialing retiring military personnel for new careers in teaching. Participants will better understand the history, concept and process for developing this new approach.

Addressing the Needs of At-Risk Latchkey Middle School Students
Room 410 (Atrium)
Welch, Lynda*
The Kids Involvement Network (KIN) is a before after school during the holidays and summer in which latch-key middle school students participate in a high quality, innovative program of enrichment.
THE GED TEST
12 - 45 MINUTE VIDEO TAPES & 7 STUDY GUIDES

Why should you use video to prepare students to take the GED test? The answer is simple. Many students are afraid to take the GED test, and also afraid of asking questions that they think sound dumb. Most students are comfortable with video tapes. If a student does not understand something, it is simple to rewind the tape and watch that section again. There is no embarrassment. If the student still does not understand, he can then ask a specific question about what he does not understand.

LESSON 1-5 Mathematics
LESSON 6-7 Writing Skills I
LESSON 8 Writing Skills II The Essay
LESSON 9 Reading Comprehension
LESSON 10 Social Studies
LESSON 11 Science
LESSON 12 Interpreting Literature and the Arts

CLEP Test Reviews
GENERAL EXAMINATIONS
ENGLISH COMPOSITION
NATURAL SCIENCE
MATHEMATICS
SOCIAL SCIENCE
HUMANITIES

SUBJECT EXAMINATIONS
COLLEGE ALGEBRA
GENERAL CHEMISTRY
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Saturday, November 20 (continued)

UAW/GM Experience: Partnerships in Learning and Technology
Room 423 (Atrium)
Bunch, L.E.

Opportunities and Challenges for Workplace Literacy Programs Using Technology
Room 434 (Atrium)
Askov, Eunice N.; Jorie Philippi
Session will present overview of issues related to basic skills/literacy instruction within context of the workplace, followed by discussion and demonstration of applications of technology. Will discuss implications for service delivery and strategies for curriculum development.

The CEU: Improving the Standards for Continuing Education and Training
Room 510 (Atrium)
Patterson, Dawn Marie
This session will review the history of the CEU, its importance, and its impact on the future of adult educators.

Cooperative Learning in Volunteer Literacy Programs
Room 534 (Atrium)
Johnson, Margaret Lamar; Pamela G. McBride*
Small group instruction can meet the need of students and administrators of adult literacy programs. Tutors will learn the advantages of peer support and how to help students learn in groups. By the end of the session participants will be able to state facilitator and participant roles.

ABE - An Integral Part of Personal Transition
Room 553 (Atrium)
Keaton, Patricia McCarthy; James T. Parker
Adult education agencies need to develop transition plans to assist adult learners in their move from dependency on welfare or other social systems to self-sufficiency and independence. This session will outline processes needed to develop a team approach to human services in adult education. Techniques for assessment, program development, instruction and evaluation will be covered through a combination of presentation and small group discussion.

Opening Doors: Creating Community College Partnerships Which Serve Special Populations
Traverine
Martin, Sill; Conrad Desjardine
Will feature Iowa Valley Community College District’s two exemplary programs, i.e., EXCEL, an alternative high school, and CDC, for adults with disabilities. Both successfully serve their special populations and demonstrate collaborative partnerships with government, community school districts and business.

A Community Reskills Its Workforce: Focus on Hospital Functional Context Program and Measuring the Bottom Line
Wyeth
Walsh, Ruthann T.; Bruce Deighton, Allen Lee Brown
Examination of functional context reskilling program through collaboration of private/public agency, and a major teaching hospital: process and bottom-line results after two years. Will focus on medical center, functional context implementation & measurement of effectiveness.

Concurrent Sessions #12

"Intensive Literacy" - A Way to Meet the Challenge
Cardinal A
Howe, Patricia
Familiarization with Intensive Literacy, a method of instruction used by the University of Delaware for teaching employees to read, write and spell. Program is phonics based and can be used with any materials, such as worksheets, safety regulations, or other work specific materials.

Summary Panel: Diversity Track
Obelisk A
Anderson, Elizabeth; J. William McVey
Summarizes the nine sessions in this feature track.

Summary Panel: Workplace Training/Workforce Education
Obelisk B
Sutts, Sherman; Jorie Philippi, Lloyd David
Summarizes the previous sessions for this featured track.

Seven Instructional Strategies and Techniques to Develop Self-Directed Learners
Room 310 (Atrium)
Slusarski, Susan B.
Strategies and techniques to develop self-direction, to encourage adult learners to take more control of their learning. Will identify behaviors that indicate a readiness or resistance to self-direction, as well as strategies and techniques to build self-direction in the adult learner.

ABE Responds to the Challenge
Room 334 (Atrium)
Hammond, Neoma
Life, work-related and academic skills can be taught interrelatedly in an ABE classroom, meeting program requirements of diverse agencies and participant needs. Will identify agencies with which to network and develop working plan for delivering life, communication, work-related and academic skills.

* Designates The Texas Connection
Research on Adult Basic Education
Mathematics: A Progress Report
Room 353 (Atium)
Mullinix, Bonnie; Mary Jane Schmitt, Esther Leonelli, Martha Merson
This is a status report of the Research on ABE Mathematics (RABEM), an 18-month study funded by an OERI field-based project. The report will document the current practice of ABE math instruction.

Local Adult Education for Homeless
Room 410 (Atium)
Lide, Camille
Here's how the State of Arkansas approaches the homeless problem with respect to adult learning. Emphasis will be on the preparation for learning workplace skills.

Ohio Dept. of Rehabilitation and Correction Special Demonstration Project Results
Room 423 (Atium)
Toops, Alan
This project featured a multi-disciplinary instructional program linking employability assessment with transitional program placement. Participants will be able to identify effective assessment techniques, instructional components, collaborative partnerships.

Technology and Adult Education: Wave of the Future (Jostens Learning)
Room 510 (Atium)
Loucks, Judith; Kay Gore
Exhibitor workshop.

From the Classroom to the Community: A Structured Leadership Development Curriculum for JOBS Clients
Room 534 (Atium)
Harper, Lin; Ron Blackwell
This program will describe and explore a curriculum developed for clients from the Welfare Reform Act to enhance self-awareness, leadership, and practical life skills. A model project utilizing the curriculum will be discussed.

Summary Panel: Organizations as Learning Institutions
Rosetta
Shaver, J.C.
Summarizes previous sessions for this feature track.

Family Learning in Progress
Travenine
Williams, Toni L.; Priscilla Barrera, Glenda Harrison, Angela Seneca Adams
The AHA Family Learning Center's program model "Family Learning in Progress (FLIP)" has the 'whole' family as its central focus. It engages all family members as active participants in the learning adventures of each individual family member.

Learning Organizations: Strategies for Creating and Managing Change
Wyeth
Doswell, Joy
Introduce participants to the purpose and value of developing Learning Organizations as a strategy for creating and managing change in an increasingly competitive global market.

7:00 pm - Midnight
Night on the Town — Fort Worth Stockyards & Billy Bobs
(Buses depart Chantilly Ballroom Entrance)
The Old West comes alive when visiting Fort Worth's Arts District, Sundance Square, and The Stockyards. Dinner will be served at the world's best tex-mex restaurant, Joe T. Garcia's. Experience the Old West in the Stockyards National Historic District. Stroll the wooden-planked Exchange Street and all the western shops and saloons. Visit the largest honky tonk and "boot scoot" the night away at Billy Bob's Texas Nightclub.

Sunday, November 21, 1993
7:30 am - 12 noon
Commission of Professors of AE Annual Conf. (Grand AB)
8:00 am - 9:00 am
AAACE Executive Committee Meeting (President's Suite)
9:00 am - 1:00 pm
AAACE Board of Directors Meeting (Amethyst)
For the Adult Educator Who Values Creativity, Service and Community

Regis University in Denver, drawing on its success in serving adult learners through innovative programs over the past fourteen years, has created the Graduate Programs in Community Leadership with an emphasis in Adult Education. The Master of Arts degree program is designed to serve the full-time working adult educator who is seeking personal and professional development in this growing field. In the Jesuit tradition, it offers quality leadership education for those involved in business and industry, staff development in health agencies or human service organizations, public adult education (ABE, GED, ESL), community education and community college or university adult education. It is also possible to earn a Professional Certificate in Adult Education.

Some of the notable features of the Graduate Programs in Community Leadership are:

- A blending of concentrated summer courses in Denver with on-going educational development in one's home setting using various learning formats and contract learning.
- Development of a learning community for networking throughout the country.
- Advanced study of adult learning theory and methodology, leadership, the psychological, philosophical and sociological foundations of adult development.
- Skill development in administration, human resource management, program planning, implementation and evaluation.
- The welcoming of families during summer courses which includes an activity program for children and youth at no cost.
- Achievement of degree in two or three years.
- Culminating in a comprehensive practical project rather than a theoretical thesis.
- Innovative summer course design which involves a distinguished team of faculty for each course.
- Professional staff available throughout the year for consultation in research and project needs.

Summer faculty and presenters have included: Laurent Daloz, Malcolm Knowles, Stephen Brookfield, Sr. Cecilia Leninbrink, Rosemary Cassarella, Allan Peveze, Lorraine Zion, Sally Robinson, Dan Petro, Virginia Ricard, Chris Kneeland, Bill Husson, Michael Gallraith, Marlene Wilson, Diane Fussel, Peter Bemski, Kathleen Schaefer, and David Thomas.

Much more can be said about the innovative and practical dimensions of this program so please write or call Dr. David Thomas at Regis University, 1-800-727-6399.

REGIS UNIVERSITY

3333 Regis Boulevard • Denver, Colorado 80221
Tracks

Diversity As Our Strength
General Session 11/20/93 - 10 am
Too long and too often seen as a purveyor of separation, diversity in fact is the strength and power upon which our country was built and must continue to build. This track explores some important elements of diversity and challenges adult educators to examine themselves and their programs and reaffirm the need to work unstintingly to tear down barriers and shatter glass ceilings, to foster positive interactions among diverse groups, to encourage building based on individual and group diversities, and to make diversity a powerful force for positive change.

Meeting the Needs of All Workers
One of Adult Education's primary responsibilities is meeting the needs of all workers, from the assembly line to the boardroom. Sessions in this track will feature such diverse and challenging topics as the new economy, worker dislocation, corporate restructuring, and Total Quality Management. Come learn how to expand the possibilities as this track highlights the best in and the future of adult education in service to business and industry.

Diversity as Our Strength
General Session 11/20/93 - 10 am

Adult Multicultural Education: An Education Course for Teachers of Diverse Nontraditional Students
Concurrent Session 3

Confronting Racism and Sexism in the Professionalization Process of Adult Education
Concurrent Session 2

Cultural Diversity Training: An Action Model for Community Based Educators
Concurrent Session 8

Goal Setting and Action Planning for Diversity (2 Hours)
Concurrent Session 10

Questions of Diversity
Concurrent Session 4

Structural Unemployment - Chill Winds of Change in a New Economic Order - European Experiences
Concurrent Session 5

Summary Panel: Diversity Track
Concurrent Session 12

The Meaning of Silence and Voice: A Discussion of Experiences of Women in the Workplace
Concurrent Session 7

The Politics of Latino Culture in Adult Basic Education: Negotiating Identity
Concurrent Session 6

Meeting the Needs of All Workers

Creating a Road to Success for Inner City Youth and Adults
Concurrent Session 2

Developing Experiential Learning Activities for Adult Learners
Concurrent Session 3

Enhancing the Participation of Organized Labor in TQM: Practical Ideas for Adult Educators, Trainers, and HRD Pros...
Concurrent Session 7

JTPA Customized Workplace Literacy Project
Concurrent Session 5

Measuring Adult Student Outcomes
Concurrent Session 4

Overview of Self-Directed Learning in the Workplace
Concurrent Session 1

Project for Unique Learners in Literacy (PULL)
Concurrent Session 10

Summary Panel: Workplace Training/Workforce Education
Concurrent Session 12

The Older Worker - Gray Power Wants To Stay On The Job!
Concurrent Session 11

The "Right Ingredients" to Ensure a Successful Workplace Education Partnership
Concurrent Session 8

Organizations as Learning Institutions

Today, organizational change is ongoing and relentless. What does this mean for organizations striving for success now and in the future? In the field of adult education, perhaps most important is the realization that in order for institutions to deal with change they must become learning
organizations. For example, organizations are finding it necessary to move away from the idea that education and training are only for upper management. Learning must and will become a priority throughout the organization in both individual and collective ways. If you have been, or would like to be, part of the on going discussion about learning organizations, the sessions featured in this track provide an excellent opportunity to develop your knowledge and interact with peers and colleagues.

Organizations as Learning Institutions
General Session 11/18/93 3:45 pm

A Workplace Approach to Create a Learning Organization
Concurrent Session 9

Lead America: Community Coordinated and Managed Lifelong Learning Tampa
Concurrent Session 10

Overcoming Obstacles in Building a Learning Organization
Concurrent Session 2

Sculpting the Learning Organization
Concurrent Session 7

Shared Leadership: Collaborative Efforts Among Leaders, Instructors, and Administrators for Organizational Change
Concurrent Session 1

Summary Panel: Organizations as Learning Institutions
Concurrent Session 12

Total Quality "Education": Two Stories of Struggle and Success
Concurrent Session 4

Training Attitudes of Women Business Owners: The Houston MAME Cohort
Concurrent Session 6

Transformative Leadership for Learning Organizations
Concurrent Session 8

Workplace Socialization: Factors Affecting Retention in On-Site Education Programs
Concurrent Session 5

Michael W. Cole, Editor-in-Chief

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54
Sessions by Subject

AAACE Association Leadership

Adult Literacy in America: Impact of the National Survey
Concurrent Session 1

Getting Published in AEQ
Concurrent Session 2

Guidelines for Developing a Code of Ethics in Adult Education
Concurrent Session 3

How to Write for Adult Learning Magazine
Concurrent Session 9

Past, Present, Future of AAACE
Concurrent Session 9

PSSU: How to Write Practitioner Publications for AAACE
Friday 11am - noon

Rebuilding Adult and Continuing Education in Russia; Russian-American Collaboration Opportunities
Concurrent Session 7

Successful Proposal Writing
Concurrent Session 1

The CEU: Improving the Standards for Continuing Education and Training
Concurrent Session 11

Who Was That Masked Man? Teamwork vs. The Lone Ranger Syndrome
Concurrent Session 8

Adult Learners with Disabilities

A Baldrige Based World Class TQM Distance Learning Environment
Roundtable Session C

A Pragmatic Approach to Teaching Styles and Learning Differences
Concurrent Session 8

Adult College Students with Special Learning Needs: Strategies for Success
Concurrent Session 5

Fostering Intercultural Competency Through Transformative Learning
Roundtable Session D

More Than You Ever Wanted to Know About ADA
Concurrent Session 6

Opening Doors: Creating Community College Partnerships Which Serve Special Populations
Concurrent Session 11

Project for Unique Learners in Literacy (PULL)
Concurrent Session 10

Self Esteem: Yours, Theirs, and Ours
Concurrent Session 8

Serving Adults with Learning Disabilities in Basic Skill, Workplace and Literacy Programs: Data and Implications
Concurrent Session 4

Adult Psychology

A “Full Spectrum” Model of Professional Development
Concurrent Session 5

Community Development: Perspective Transformation of Groups
Concurrent Session 7

Enhancing The Teaching/Learning Environment by Problem Solving, Reducing Stress, and Other Techniques...
Roundtable Session D

Exploring Ways of Knowing
Concurrent Session 10

Never Old Older Learners
Concurrent Session 3

New Approaches to Understanding Adult Learning
Concurrent Session 1

Overcoming Resistance in Self-Direction in Adult Learning
Concurrent Session 6

Portfolios: Channeling the Winds of Change toward Student Goal Setting, Assessment, and Accountability
Concurrent Session 9

Right Now, My Life is Like A... (Take the Time to Share Your Experiences in Professional Development)
Roundtable Session A

Seven Instructional Strategies and Techniques to Develop Self-Directed Learners
Concurrent Session 12
Speaking “French”
Roundtable Session D

The Ability to Effectively Integrate Andragogical Principles to Create a Favorable Climate for Learning
Roundtable Session C

The Advancement of Postformal Thinking of Graduate Students: A Dissertation Study
Concurrent Session 2

The Aftermath of Hurricane Andrew - Redefining Crisis Management
Roundtable Session D

The Development of Different Views of Reality and How They Affect Learning
Concurrent Session 4

The Epistemology of Reflective Practice
Roundtable Session C

The Professional in Transition: Exploring the Professional Self during Periods of Transition or Crisis
Roundtable Session C

The Relationship Between Self-Directed Learning Readiness and Psychological Type, Locus of Control... Among Graduate Students
Roundtable Session D

Transformatif Leadership for Learning Organizations
Concurrent Session 3

Understanding Adult Learners’ Preferences for Classroom Social Environment
Roundtable Session B

Using a Collaborative Learning Journal in the Adult Education Classroom
Roundtable Session B

Aging

An Investigation of Creativity and the Older Adult
Concurrent Session 5

Intergenerational Education for Aging Adult Learners
Roundtable Session B

Involving Older Adults in Basic Education Programs
Concurrent Session 3

Learning: Meeting the Challenge of Older Adulthood
Concurrent Session B

Linking Theory to Practice in Certificate Programs Development
Roundtable Session A

Never Too Old: Older Learners
Concurrent Session 3

Older Adults Preferred Learning Environment
Concurrent Session 1

Over 40? Here’s To Growth and Learning
Concurrent Session 5

Re-Generate! Intergenerational Programs
Concurrent Session 10

Successful Aging, Coping, and Learning: A Case Study of Two Diverse Groups of Older Adults
Concurrent Session 3

The Development of Different Views of Reality and How They Affect Learning
Concurrent Session 4

The Older Worker - Grey Power Wants to Stay on the Job!
Concurrent Session 11

The Use of Computer Technology to Improve the Quality of Life of Elderly in Extended Care Facilities
Roundtable Session A

The Use of Humor in Working with the Older Adult
Roundtable Session C

Armed Services

Aiding Career Change Through Recognition of Noncollegiate Learning
Roundtable Session A

Amercing State College Alternative Teacher Certification Program for Retiring Military with Baccalaureate Degrees
Concurrent Session 11

Army Education 2000
Concurrent Session 10

Army Paramedic Training
Concurrent Session 4

Battalion/Brigade Classes
Roundtable Session A

DoD Financial Management, Education and Training
Concurrent Session 3

DoD Implementation of the Alternative Teacher Certification Program
Roundtable Session A

How to Start a Four-Year Teachers’ Education Program Including Certification On a Military Base
Roundtable Session B
High School Equivalency Examinations: A Viable Alternative for Certain At-Risk Youth
Concurrent Session 4

Holistic Instruction for Adult Learners
Concurrent Session 5

How to Test and Administer the Tests of Adult Basic Education (T-ABE)
Roundtable Session B

Impacts of GED Credentials on Life Chances of Graduates: Results from a Two-Year Follow-up Study
Concurrent Session 5

Implementing a Work-Related Basic Skills Program in Industry
Concurrent Session 6

Individualized Instruction for ABE Through GED
Concurrent Session 2

Individualizing Your GED Program (Compsys Systems, Inc.)
Concurrent Session 9

Innovative Programs and Delivery Systems for Adult Education (The CENTEC Corporation)
Concurrent Session 9

"Intensive Literacy" - A Way To Meet The Challenge
Concurrent Session 12

Intergenerational Literacy: What Adult Educators Need to Know
Concurrent Session 9

Islands of Learning: Life in an ABE/GED Program
Concurrent Session 1

Lead America: Community Coordinated and Managed Lifelong Learning Template
Concurrent Session 10

LEAP: Using Sakil 나 Technology to Teach Adult Basic Skills and Job Readiness
Roundtable Session A

Learner Assessment in Adult Education (PACE Learning Systems)
Concurrent Session 9

Learning the Workplace: Preparing Adult Education Teachers to Teach Workers
Roundtable Session C

Length of Participation in Adult Literacy Programs and Perceived Family Environment Variable of Participants
Concurrent Session 8

LIFE Problem Solving and Decision Making
Concurrent Session 6

Literacy and Worker-Centered Learning: Beyond the Myth of Workplace Literacy
Roundtable Session A

Local Adult Education for Homeless
Concurrent Session 12

Networking Workplace Literacy Managers and Providers
Roundtable Session B

New Avenues for Citizenship: A Review of the INS-Approved CASAS Citizenship Exam
Roundtable Session A

Online Action Research: What Works In Classroom Research
Concurrent Session 6

Parenting and Literacy Skills (PALS): A Holistic Approach to Headstart Family Literacy
Roundtable Session A

Partnership and Empowerment through the READY to READ Program
Roundtable Session C

Portfolio Development for Adults - An Alternative Assessment Practice
Concurrent Session 12

Portfolios: Channeling the Winds of Change toward Student Goal Setting, Assessment, and Accountability
Concurrent Session 9

Project for Unique Learners in Literacy (PULL)
Concurrent Session 10

Promoting and Developing Quality Homeless Adult Education Programs
Roundtable Session C

Reading for Today (Stack-Vaughn Company)
Concurrent Session 8

Research on Adult Basic Education Mathematics: A Progress Report
Concurrent Session 12

Self Esteem: Yours, Theirs, and Ours
Concurrent Session 8

Signals for Change: Influence of Multiple Perspectives on the Implications and Utilization of Program Evaluations in Adult Ed.
Roundtable Session B
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Exploring Grounded Theory in Adult Education: Process, Product, and Implications for Practice
Roundtable Session C

Families Do Not a Profession Make: Research Results of Cross Educational “Turf” Characteristics
Roundtable Session A

Formative Evaluation of Agency Staff Training: A Move to TQM
Roundtable Session C

Identifying Indicators of Quality and Accountability: Evaluation Processes
Roundtable Session B

Implications of the 1990 Census for Adult Education
Roundtable Session D

Islands of Learning: Life in an ABED/GED Program
Concurrent Session 1

Length of Participation in Adult Literacy Programs and Perceived Family Environment Variable of Participants
Concurrent Session 6

Meeting of Customer Needs for Distance Learning
Roundtable Session A

Multi-Dimensional Framework for Evaluating Continuous Change
Roundtable Session D

New Approaches to Understanding Adult Learning
Concurrent Session 1

Preparing Organizations to Qualify: Charity Training Staff
Members: A Case Study with Implications for CPE
Roundtable Session B

Profiles of Australian Workplace Trainers and Developers: Recent Research
Concurrent Session 7

Reluctant, Abrisk Students: Curbing Attrition During the First Three Critical Weeks
Roundtable Session A

Research on Adult Basic Education Mathematics: A Progress Report
Concurrent Session 12

Shared Research Context: Power Relations, Qualitative Methods, and the Construction of Knowledge
Roundtable Session B

Signs for Change: Influence of Multiple Perspectives on the Implications and Utilization of Program Exits in Adult Ed.
Roundtable Session B

Systems of Support: Environmental Considerations for Adult Students
Concurrent Session 6

The Stilling Face of Staff Development in Adult Education
Moving Towards the Practical
Concurrent Session 4

The Teacher as Researcher in the Adult Education Math Classroom
Concurrent Session 1

Toward a Taxonomy of Research in Human Resource Development
Roundtable Session C

Understanding Adult Learners’ Preferences for Classroom Social Environment
Roundtable Session B

Using Critical Incidents to Improve Instruction
Roundtable Session A

Using Guided Self-Study to Evaluate a Worker Basic Education Program
Roundtable Session A

Using the ERIC Database to Generate Winning Proposals
Concurrent Session 7

Welcome to Literacy Land: Racism, Sexism and Hidden Curriculum in Literacy Reading Texts
Roundtable Session B

Women and Technology
Roundtable Session C

Women’s Learning in Leisure: Affiliation, Self-Determination, and Empowerment
Concurrent Session 5

Women’s Ways of Leading: A Study of Women in Leadership at the Mid-Management Level
Concurrent Session 6

Workplace Feedback about Graduates’ Performance
Roundtable Session A

Social Justice/Human Rights

Can We All Just Get Along?: Productive Dialogue on Race Relations
Concurrent Session 1

Community in the Classroom: An Appalachian Organizations
Roundtable Session D
The Impact of Work on Learning: A Study of Women Small Business Owners
Concurrent Session 4

The Language of Mathematics and Adult Learners
Concurrent Session 10

The Meaning of Silence and Voice: A Discussion of Experiences of Women in the Workplace
Concurrent Session 17

The Minister of Adults
Concurrent Session 8

Total Quality Management in Community Corrections
Roundtable Session C

Total Quality Workforce Literacy Project
Concurrent Session 8

Training Attitudes of Women Business Owners: The Houston MABCO Cohort
Concurrent Session 6

Using Color to Enhance and Improve Reading Ability
Concurrent Session 10

What Churches Can Learn from Dissertations on Participation in Adult/Religious Education
Concurrent Session 10

Whole Language and ABE: Instructional Activities
Roundtable Session C

Whole language and Adult Basic Education
Concurrent Session 6

Whole Language for Adult ESL Learners
Concurrent Session 8

Vocational and Career Education
A College Consortium Approach To Training Aging Network Personnel
Concurrent Session 9

A Practical Approach to Problem Resolution/Complexities of Federal Workplace Literacy Guidelines
Concurrent Session 1

ABE Responds to the Challenge
Concurrent Session 12

"Abrando Puertas": Opening Doors for the Hidden Population: An Hispanic Experience
Roundtable Session D

An Overview of SCAN'S
Concurrent Session 1

Can the Functionally Illiterate Adult Who Reads at 0.0-4.0 Level Be Prepared for Skilled Professions?
Roundtable Session A

Creating A Road to Success for Inner City Youth and Adults
Concurrent Session 2

Developing a Comprehensive Adult Education Model Integrating Diversity Needs, Interests, and Resources
Concurrent Session 3

Diagnostic Skills Techniques (DST Model) for Industrial Training and Consulting
Concurrent Session 8

Education Designed for Gainful Employment: The Detroit Program: A Private Sector Business, Education, and Social Services Partnership
Roundtable Session B

Evolution of a Strategy to Enhance Technological Skills of Returning Adult Students to the University: A Path Analysis
Concurrent Session 8

How to Test and Administer the Tests of Adult Basic Education (TABE)
Roundtable Session B

Job Success: Combining Training, Parenting, and Academic Enrichment - The Whole Is Definitely the Sum of its Parts
Concurrent Session 10

Literacy and Worker Centered Learning: Beyond the Myth of Workplace Illiteracy
Roundtable Session A

Portfolio Development for Adults - An Alternative Assessment Practice
Concurrent Session 12

Psychosocial Factors Influencing Hispanic Adult Participation in Continuing Learning
Roundtable Session C

Redirecting your Sails: Apprenticeship and Certification Programs for Military Service Members
Concurrent Session 2

Total Quality Workforce Literacy Project
Concurrent Session 2

Utilizing Workers as Trainers: Hands-On Review of Teamster Training Program
Roundtable Session C
Women's Issues, Status, and Education

A Current Appraisal of Adult Educational Activity with a Focus on Work Among Aboriginal People, Women, and Community-Based Roundtable Session C

Addressing the Needs of At-Risk Lunch Key Middle School Students Concurrent Session 11

Adult Woman: Ways of Learning and Communicating Roundtable Session A

Confronting Racism and Sexism in Adult Education Concurrent Session 4

Confronting Racism and Sexism in the Professionalization Process of Adult Education Concurrent Session 2

Constructivism, Critical Theory, and Feminist Pedagogy: A Synthesis of Thought and Application Concurrent Session 8

Discovering How Assumptions in Knowledge Perpetuate The Status Quo Rather than Promoting Equity in Education for Women Concurrent Session 2

Education and Empowerment: A Summary of Eighteen Cases of Women Enrolled in a GED Program Roundtable Session A

Fulfillment or Frustration: The Paradoxical Role of Technology in Adult Education Roundtable Session B

Gender and Multicultural concerns in the Higher Ed Classroom of Non-Traditional Age Adults: A Model for Faculty Development Concurrent Session 7

Higher Education: A Promising, Visible Wind of Change for Some Low Income Women Concurrent Session 11

Implementing Feminist Pedagogy in the Adult Education Classroom Roundtable Session A

Infiltrating "The System" With The Disenfranchised: Crediting Prior Experiential Learning in B.A. Programs Roundtable Session 5

Job Success: Combining Training, Parenting, and Academic Enrichment - The Whole is Definitely the Sum of Its Parts Concurrent Session 10

Meeting the Special Needs of Married Undergraduates Reality Women Roundtable Session D

Moral Orientation, Gender, and Continuing Educators' Seances Concurrent Session 4

Motherhood and Management: Implications For Women's Professional Development Roundtable Session C

Self-Esteem of Incarcerated Women Roundtable Session B

Strategies to Overcome the Glass Ceiling: Emphasis on Managing Roundtable Session D

The Impact of Work on Learning: A Study of Women Small Business Owners Concurrent Session 4

The Meaning of Silence and Voice: A Reflection of Women's Experiences in the Workplace Concurrent Session 17

Themes of Motivation: A Comparison of South African and African American Women Concurrent Session 3

Training Attitudes of Women Business Owners: The Houston NAWBO Cohort Concurrent Session 6

Women and Technology Roundtable Session D

Women in Corporate Culture: How They Learn and Succeed Roundtable Session C

Women's Ways of Leading: A Study of Women in Leadership at the Mid-Management Level Concurrent Session 6
Exhibitors’ Workshops

Cost-Effective Materials for Adult ESL Programs (Oxford University Press)
Concurrent Session 9

Foundations for Success — An Interactive Multimedia Basic Skills Program (Glencoe)
Concurrent Session 9

GED Math, No Problems! (Contemporary Books, Inc.)
Concurrent Session 9

Individualizing your GED Program (Comex Systems, Inc.)
Concurrent Session 9

Innovative Programs and Delivery Systems for Adult Education (The CENTEC Corporation)
Concurrent Session 9

Integrating Basic Skills and Problem Solving into a Workforce Education Program (Contemporary Books, Inc.)
Concurrent Session 7

Learner Assessment in Adult Education (PACE Learning Systems)
Concurrent Session 9

Reading for Today (Steck-Vaughn Company)
Concurrent Session 9

Technology and Adult Education: Wave of the Future (Jostens Learning)
Concurrent Session 12

The Future of Talking Workplace Literacy Multimedia to Frontier Workers (Interactive Knowledge, Inc.)
Concurrent Session 9

The Integrator Series (The Conover Company)
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Using Comprehensive Multimedia for Mathematics and Electronics in Basic Education (Wisconsin Foundation for Vocational, Technical, and Adult Education, Inc.)
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# Sessions by Main Speaker

<table>
<thead>
<tr>
<th>Ackerman, Rosie*</th>
<th>Banks, Lucy S.</th>
<th>Brockett, E. Anne; Virginia Gibbons*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concurrent Session 8</td>
<td>Concurrent Session 9</td>
<td>Concurrent Session 10</td>
</tr>
<tr>
<td>Adair, Suzanne; Suzanne Hubbel, Oma Morey</td>
<td>Baule, Diane</td>
<td>Brockett, Ralph G.; Roger Heimstra</td>
</tr>
<tr>
<td>Roundtable Session A</td>
<td>Bennett, Linda</td>
<td>Concurrent Session 6</td>
</tr>
<tr>
<td>Al-Hamidi, Abdurrahman</td>
<td>Bentley-Dunlop, Nancy*</td>
<td>Brook, Paula; Kathy Dowding</td>
</tr>
<tr>
<td>Concurrent Session 2</td>
<td>Concurrent Session 5</td>
<td>Concurrent Session 5</td>
</tr>
<tr>
<td>Allbritten, Drew</td>
<td>Berger, Chuck</td>
<td>Brook, Paula; Randy Garrison</td>
</tr>
<tr>
<td>Concurrent Session 1</td>
<td>Concurrent Session 9</td>
<td>Roundtable Session A</td>
</tr>
<tr>
<td>Anderson, Clinton L.; Steven F. Kime</td>
<td>Bernardini, Suzanne; Emily Chismar</td>
<td>Brooks, Ann; Gwen Kaltov, Louella Tate*</td>
</tr>
<tr>
<td>Concurrent Session 6</td>
<td>Concurrent Session 1</td>
<td>Concurrent Session 7</td>
</tr>
<tr>
<td>Anderson, Elizabeth; J. William McVoy</td>
<td>Berry, Henry</td>
<td>Brooks, John F.; Jane Bailey, Pat Joyce*</td>
</tr>
<tr>
<td>Concurrent Session 12</td>
<td>Concurrent Session 7</td>
<td>Concurrent Session 2</td>
</tr>
<tr>
<td>Anderson, Eugene L.; Carol Scipioni</td>
<td>Berry, Henry</td>
<td>Brown, Emory J.</td>
</tr>
<tr>
<td>Roundtable Session A</td>
<td>Berry, Patricia</td>
<td>Roundtable Session C</td>
</tr>
<tr>
<td>Anderson, Liz</td>
<td>Bersch, Gretchen</td>
<td>Brown, Jane</td>
</tr>
<tr>
<td>Roundtable Session D</td>
<td>Concurrent Session 6</td>
<td>Roundtable Session A</td>
</tr>
<tr>
<td>Anderson, Lynn*</td>
<td>Bickerton, Bob; Donna Cornellier, Rich Levy,</td>
<td>Browning, Diane; Larry Browning*</td>
</tr>
<tr>
<td>Concurrent Session 10</td>
<td>Charlotte Baer</td>
<td>Roundtable Session C</td>
</tr>
<tr>
<td>Arbuckle, Billie J.; Gloria Fenceroy*</td>
<td>Bierema, Laura L.</td>
<td>Browning, Larry; Diane Browning*</td>
</tr>
<tr>
<td>Concurrent Session 8</td>
<td>Roundtable Session C</td>
<td>Concurrent Session 6</td>
</tr>
<tr>
<td>Archambault, Betty*</td>
<td>Biggins, Catherine M.; JoAnn Sainz</td>
<td>Bryant, Jane; Debra Stiles*</td>
</tr>
<tr>
<td>Concurrent Session 10</td>
<td>Roundtable Session A</td>
<td>Concurrent Session 2</td>
</tr>
<tr>
<td>Arsenault, Anne G.</td>
<td>Bolton, Elizabeth B.</td>
<td>Buck, Sue</td>
</tr>
<tr>
<td>Roundtable Session A</td>
<td>Roundtable Session A</td>
<td>Roundtable Session C</td>
</tr>
<tr>
<td>Askov, Enrica N.; Jorie Philipp</td>
<td></td>
<td>Bunch, L.E.</td>
</tr>
<tr>
<td>Concurrent Session 11</td>
<td></td>
<td>Concurrent Session 11</td>
</tr>
<tr>
<td>Axford, Roger W.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roundtable Session C</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Babchuk, Wayne; LaDeane R. Jha, Sean Courtney</td>
<td>Bonnett, Mary A.; Ron Newsom*</td>
<td>Cai, Xiaomin; Priscilla Shou</td>
</tr>
<tr>
<td>Roundtable Session C</td>
<td>Roundtable Session A</td>
<td>Concurrent Session 6</td>
</tr>
<tr>
<td>Baer, Charlotte</td>
<td>Bosler, Shirley</td>
<td>Campbell, James H.</td>
</tr>
<tr>
<td>Roundtable Session C</td>
<td>Concurrent Session 2</td>
<td>Roundtable Session A</td>
</tr>
<tr>
<td>Baer, Charlotte; Dorryn Cornellier, Rich Levy, Bob Bickerton</td>
<td>Bowes, S. Gregory; Carol M. Donahue, Gail Dowling, Dianne Glass, Meredith Leahy, Lindy Whiten</td>
<td>Cantos, Bill; Ralph McKay</td>
</tr>
<tr>
<td>Concurrent Session 4</td>
<td>Concurrent Session 3</td>
<td>Roundtable Session C</td>
</tr>
<tr>
<td>Bailey, Juanita Johnson</td>
<td>Boylan, Barbara; Richard Hutt L.</td>
<td>Carnevale, Anthony P.</td>
</tr>
<tr>
<td>Concurrent Session 4</td>
<td>Roundtable Session C</td>
<td>General Session 11/19/93 - 9:30 am</td>
</tr>
<tr>
<td>Baird, Barbara*</td>
<td>Bozajian, Robert M.; Johan Uvin</td>
<td>Castle, Dian K.; Sue Campion</td>
</tr>
<tr>
<td>Concurrent Session 8</td>
<td>Concurrent Session 8</td>
<td>Concurrent Session 3</td>
</tr>
<tr>
<td>Baird, Irene C.</td>
<td>Brockett, E. Anne; Jose Villarreal*</td>
<td>Cavalier, Lorraine A.</td>
</tr>
<tr>
<td>Concurrent Session 7</td>
<td>Roundtable Session C</td>
<td>Roundtable Session A</td>
</tr>
<tr>
<td>Baldwin, Janet; Jean Lowe, Seh Ol</td>
<td></td>
<td>Chambertain, Stacie B.; Carolyn Troeger</td>
</tr>
<tr>
<td>Concurrent Session 5</td>
<td></td>
<td>Concurrent Session 8</td>
</tr>
</tbody>
</table>
Smith, Douglas A
Doe, D. Gallogly
Keen, R. G
Tullock, Michael
Concurrent Session 7

Smith, J.D.
Barlow, J. Silberkraut
Concurrent Session 1

Smith, Jeanette
Concurrent Session 3

Smith, Joyce Ann
Langston, N. Morland
Roundtable Session 1

Smith, Ken
Roundtable Session 1

Smith, Kenneth E.
Donald W. McDorman
Roundtable Session 1

Smith, Ruth Queen
Roundtable Session 1

Soles, Francesca
Cape Keyrouz
Concurrent Session 7

Soles, Francesca
Cape Keyrouz
Roundtable Session 1

Sophia, Mark
Teresa Johnson
Roundtable Session 1

Soile, Judith
Susan Meade
Roundtable Session 1

Soile, Jody
Roundtable Session 1

Sowa, Barbara
Concurrent Session 6

Sowers, N. Franklin
Concurrent Session 4

Speck, Dennis
Concurrent Session 6

Stedman, Deborah
Concurrent Session 8

Stephens, Howard
Roundtable Session 1

Stewart, David
Concurrent Session 3

Stine, Harvey
Art Levy*
Roundtable Session 1

Stoughton, Betty*
Concurrent Session 4

Stotts, Sherman
Joe Phillips, Lloyd David
Concurrent Session 12

Sull, Earl Colby
Concurrent Session 1

Summerson, Craig D.
Concurrent Session 8

Talmage, Diane E.
Concurrent Session 7

Taylor, Arvyda Pearl O. Baker, Lynda Smith
Roundtable Session 3

Taylor, Edward W.
Roundtable Session 6

Taylor, Edward W.
Concurrent Session 9

Thass, Liz
Concurrent Session 5

Thayer, Marilyn Ann Keiper
Roundtable Session 5

Thief, Kathleen K.; James W. Sme
Roundtable Session 4

Thompson, Nancy
Ann Combs Goodman
Roundtable Session 1

Tobie, John
Jeanette Smith
Concurrent Session 8

Tisdale, Elizabeth J.
Rhonda Correia, Jeannette Bailey
Concurrent Session 2

Tisdale, Elizabeth J.
Sylvia McClure
Concurrent Session 7

Tolman, Anthony M.
Roundtable Session 6

Tolman, Anthony M.
Roundtable Session 10

Tordy-Brown, Barbara*
Concurrent Session 16

Toppa, John
Concurrent Session 12

Towey, Carroll E.
Concurrent Session 11

Townsend, Kimberly A.
Concurrent Session 4

Townsend, Kimberly A.
Roundtable Session 10

Travis, George V.; Larry Church, Russ Coney
Concurrent Session 1

Tucker, Judy
Wanda Sarvey
Concurrent Session 6

Tugwell, M. Carol
Sassie D. Champion, Dan Curtis, Sandy Green
Concurrent Session 5

Turner, Michael K.
Roundtable Session 10

Tynan, Linda C.
Roundtable Session 5

Ushin, Johan
Roundtable Session 9

Valentine, Thomas
Michael Eisman
Kwang Kim
Roundtable Session 3

Vitrucci, Edward F.
Roundtable Session 3

Waddell, Damon
Concurrent Session 3

Vogier, Diane, Dolores Perin, Harvey Huth
Concurrent Session 3

Wall, Eileen
Judith Malek, Donna Lena
Concurrent Session 4

Walker, Sally
Vardell John
Concurrent Session 10

Walker, F. Larry
John Sheehan
Concurrent Session 3

Walker, Linda, Patrice de Jesus, Lopez, Melina Gonzalez*
Concurrent Session 6

Walker, Ruth
T.J. Brian, Blythe, Aleta Brown
Concurrent Session 11

Walker, Jan
Concurrent Session 8

Walker, Jan
Concurrent Session 14

Walker, Jan
Concurrent Session 7

Walker, James
Concurrent Session 5

Walker, Karen E.
Victoria J. Mersack
Concurrent Session 7

Weaver, Lloyd E.
Roundtable Session 6

Weedner, Laura E.
Michael Zalcman
Concurrent Session 7

Webb, Laura P.
Concurrent Session 4

Webb, Laura P.
Concurrent Session 3

Weidman, Ruth
Concurrent Session 8

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