

Vitae

Paul M. Hewitt, Ed.D.

Education:

B.A. San Jose State College, 1968
M.A. California State University, Los Angeles, 1974
M.Ed. Loyola-Marymount University, 1976
Ed.D. University of the Pacific, 1981

Professional Experience:

2007 to Present:
Assistant Professor, Educational Leadership
Educational Leadership Program Coordinator
Educational Leadership Assistant Program Coordinator
University of Arkansas

2004 to 2007:
Members Services Representative, Association of California School
Administrators

1995 to 2004:
Superintendent, Mother Lode Union School District

1992 to 1995
Superintendent, Plumas Unified School District

1987 to 1992
Superintendent, Riverbank School District

1983 to 1987
Principal, Turlock Junior High

1979 to 1983
Assistant Principal - Curriculum and Instruction, Turlock High School.

1976 to 1979
Dean of Students, Thomas Downey High School, Modesto, CA

1969 to 1976

Teacher, Los Angeles Unified School District, Los Angeles, CA

College and University Teaching:

University of Arkansas, 2007- Present

Assistant Professor, Educational Leadership

Educational Leadership Program Coordinator 2007-08, 2011-12

Subjects Taught: The Principalship; Human Resource Development; School Law; Leadership; Instructional Leadership, Supervision and Planning; The Internship; and Doctoral Seminar. Chair and serve on dissertation committees

University of the Pacific, 1992, 2006

Adjunct Assistant Professor, Educational Administration

Subject Taught: Human Resources in Education

Chapman College, 2002

Guest Lecturer, School Finance.

California State University, Stanislaus, 1991

Member of the School of Education Advisory Committee

Visiting Assistant Professor, Educational Administration

Subject Taught: Leadership, School Law, and Multi-Cultural Education.

Peer Reviewed Journal Articles:

Hewitt, P. (2011). Teaching the art of employee discipline to educational leadership candidates. *International Journal of Educational Leadership Preparation*, 6(3), 1-11.

Hewitt, P., & Denny, G. (2011). The four-day school week: Impact on Student achievement. *Rural Educator*, 32(2), 23-31.

Hewitt, P., Denny, G. & Pijanowski, J. (2011). Why teacher leaders don't want to be principals. *AASA Journal of Scholarship and Practice*, 8(1)13-23.

Hewitt, P. & Wilhelm, M. (2010). A case study of the Fort Smith Public Schools new teacher induction program. *International Journal of Educational Administration and Policy Studies*. 2(8), 105-112. Retrieved from

<http://www.academicjournals.org/IJEAPS/PDF/Pdf2010/Dec/Hewitt%20and%20Wilhelm.pdf>

Hewitt, P. (2010). Teacher selection: Getting the right people on the bus. *International Journal of Educational Leader Preparation*. 5(2). Retrieved from <http://cnx.org/content/m34239/latest/>

Pijanowski, J. C., Hewitt, P. M., & Brady, K. P. (2009). Superintendents perceptions of the principal shortage. *NASSP Bulletin* 93(2).

Hewitt, P. M., Pijanowski, J. C., & Denny, G. S. (2009, March). Why teacher leaders don't want to be principals: Evidence from Arkansas. *Education Working Papers Archives*. Retrieved from <http://www.uark.edu/us/der/EWPA/Research/Leadership/1810.html>

Peer Reviewed Papers Presented:

Hewitt, P. (2011, August). *Teaching the art of employee discipline to educational leadership candidates*. Paper presented at the meeting of the National Council of Professors of Educational Administration, Portland, OR.

Hewitt, P., Pennington, B., & Lutz, L. (2011, August). *Resegregation in America's schools: An overview of the literature*. Paper presented at the meeting of the National Council of Professors of Educational Administration, Portland, OR.

Hewitt, P. & Denny, G.S. (2010, August), *The four-day school week: Impact on student academic performance*. Paper presented at the meeting of the National Council of Professors of Educational Administration, Washington, D.C.

Hewitt, P. & Tavano, J. (2009, August 5) *Generation X Teacher Leaders and the Principals: How They View the Demands of Time and Stress*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Antonio, TX.

Hewitt, P. & Wilhelm, M. (2009, February 20) *Utilizing a Comprehensive Teacher Induction Program to Reduce Teacher Drop-outs: A Case Study of the Fort Smith Public Schools*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Francisco, CA.

Hewitt, P., Pijanowski, J., & Holt, C. (2009, February 19) *A Study of Why Teacher-Leaders Don't Want to Be School Principals, and the Changes Needed to the Principals to Motivate Them to Change Their Position*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Francisco, CA.

Holt, C., Gausman, P., Capps, M., & Hewitt, P. (2009, February 19) *Case Study of a Midwestern School District: Building Challenges Lead to "Must Pass Bond Situation" in Riverside School District*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Francisco, CA.

Holt, C., Massey, L., Capps, M., & Hewitt, P. (August 2008) *School Bond Success for a Mid-West School District: A Case Study*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Diego, CA.

Hewitt, P., Pijanowski, J., & Holt, C. (August 2008) *The Perception of Teacher Leaders and Superintendents Regarding the Importance of Compensation When Choosing a Career in School Administration*. Paper presented at the meeting of the National Council of Professors of Educational Administration, San Diego, CA.

Research:

Carnine, L., Denny, G., Hewitt, P., & Pijanowsky, (May 2008). *The Status of School Leadership in Arkansas*. Fayetteville, AR: Research Advocacy Network. (Authors were listed in alphabetical order. I served as the principal researcher.)

Research Featured in:

The Status of School Leadership in Arkansas, published in 2008 was featured in Arkansas, The Magazine of the Arkansas Alumni Association, Spring 2009, 58(3), 24-27.

The Status of School Leadership in Arkansas, published in 2008 was featured in Citiscapes Metro Monthly, 8(9), 52-53.

Book Chapters:

Hewitt, P. M. (2009). The recruiting process: The experiences of student-athletes. In M.T. Miller & D.B. Kissinger (Eds.), *College Student Athletes: Challenges, Opportunities, and Policy Implications*. Charlotte, NC: Information Age Publishing Inc.

Publications:

Hewitt, P. (2011). Debating charter schools: Why I don't support charter schools. *The School Administrator*, (68)7, 27-31.

Hewitt, P. (2011). The war on teacher unions: It's time to change failed practices. *Board and Administrator*, 25(1), 1 & 4.

Hewitt, P. (2010). Retaining new teachers: Supportive principals needed. *ASCD Express*, 6(2).

Hewitt, P. (May 2009). Prep your board for budget trauma. *Board & Administrator*, 23, 1 & 5.

Hewitt, P. (May- June 2009). Hold on to your new teachers. *Leadership*, 38(5), 12-14.

Hewitt, P. (July 2009). Getting control of the message: The superintendent as news editor. *AASA New Superintendents E-Journal*. Located at: <http://www.aasa.org/publications/content.cfm?ItemNumber=11756>

Hewitt, P. (August 2009). We have met the enemy and they are us. *The School Administrator*, 66(8), 40-41.

Hewitt, P. (December 2008). Building understanding on your board and administrative team, *Board and Administrator*, 22(8), 3.

Carnine, L., Denny, G., Hewitt, P., Pijanowski, J. (2008). The Status of School Leadership in Arkansas. *Education Daily*. Retrieved from C:\Documents and Settings\phewitt\Local Settings\Temporary Internet Files\Content.Outlook\WU3RWI9V\StatusofSchoolLeadershipAR.mht

Hewitt, P. (May-June, 2007). Bargaining within the school culture. *Leadership*, 36(5), 26-30.

Hewitt, P. (2004). In crisis, focus on the people. *The School Administrator*. 17(10), 38.

"When boards become teachers, they practice what they preach!" *Board and Administrator*, April 2001.

Hewitt, P. (2001). Why evaluation instruments may not matter, *The School Administrator*, 58(2), 56.

Hewitt, P. (1999). Looking for disaster? Try these stupid tricks, *The School Administrator*, 56(4), 8.

Published Interviews:

A Published Interview. Boards, other factors, are changing the superintendency, *Board and Administrator*, July 1998.

A Published Interview. Superintendent longevity indicates board trouble is closer than you think, *Board and Administrator*, September 1999.

A Published Interview. From the board doctor: Ask yourself, what could I do better? *Board and Administrator*, May 2007. 21, 2.

A Published Interview. Superintendent's position delivers high stress 24/7: Make better personal choices to stay sharp. *Board and Administrator*, October 2008, 46, 1-4.

A Published Interview. Survive budget cuts with a strong board-superintendent team. *Board and Administrator- For School Board Members*, May 2009, 23(1), 1.

A Published Interview. History is front and center in school culture wars. *Board and Administrator*, October 2009, 23(6), 1.

A Published Interview. Maintain board's confidence in your leadership as superintendent. *Board and Administrator*, May 2010, 24(1), 1-2.

Editing:

Research and Policy Briefs for Educational Leaders, Co-Editor.

(This publication was initiated through the Research and Advocacy Network. It was then picked up and is co-sponsored by the Arkansas Association of Educational Administrators and the University of Arkansas. The publication has a Board of Directors consisting of twelve members representing the twelve organizations that make up the AAEA. This publication is printed four times a year and is funded through member [school districts] subscriptions.)

Book Reviews:

Hewitt, P. (2011). Teaching with poverty in mind. *The School Administrator*, 68(2), 45.

Hewitt, P. (2009). Education hell: Rhetoric or reality. *The School Administrator*, 66(7), 45.

Newspaper Guest Commentary

Opinion Editorial. Charter schools' hidden agenda: What happens when there is little accountability? *Arkansas Times*, April 20, 2011. Retrieved from <http://www.arktimes.com/arkansas/charter-schools-hidden-agenda/Content?oid=1646635>

Opinion Editorial. What's Finland got to do with it? January 26, 2011. *Arkansas Times*. January 26, 2011. Retrieved from <http://www.arktimes.com/arkansas/whats-finland-got-to-do-with-it/Content?oid=1520983>

Opinion Editorial. Charter schools: Who chooses? *Arkansas Times*. April 22, 2010. Retrieved from <http://www.arktimes.com/Articles/ArticleViewer.aspx?ArticleID=31d7787d-f199-4b73-bbc2-28f23d9161fb>

College and University Service:

Educational Leadership Distinguished Lecture Series (2007-10)

Buildings and Grounds Committee, Chair (2007-10)

University Design and Review Board (2008-10)

College Course and Program Committee (2008-09, Vice Chair 2009-10)

Graduate Council (2009-10)

Annual Graduate Student Academic Review Committee (2009-10)

University Teacher Education Coordinating Board (2009-10)

University Course Evaluation Committee (2009-10)

University Academic Integrity Committee (2009-10)

University Teaching/Teacher/Course Evaluations Committee (2009-10)

Grants Funded

Winthrop Rockefeller Distinguished Lecture Trust, Funded a presentation by Jonathon Kozol for the extended campus community. \$20,000.

Conference Presentations and Workshops:

"Leadership: The Human Quality." Presented to a conference on Afghan Women's Empowerment and Leadership Spring International Conference, Sponsored by the U.S. State Department, Bureau of Education and Cultural Affairs, Fayetteville, AR, August 11, 2011.

"The Four-Day School Week: Implications for Board Policy." Presentation at the Arkansas School Boards Association Annual Conference, Little Rock, AR., December 9, 2010.

"The Four-Day School Week and the Impact on Student Performance." Arkansas Association of Colleges of Teacher Education (ArACTE), Conway, AR., September 24, 2010.

"Board Roles and Responsibilities and the Implications on the Educational Activities of the School." Springdale School District School Board Meeting. Springdale, AR. July 2010.

"Avoiding Fiscal Distress While Improving Education." Arkansas School Boards Association Annual Conference, Little Rock, AR, December 10, 2009. (Co-presented with Dr. Roland Smith, Superintendent, Greenland Publics Schools.)

"The Status of School Leadership in Arkansas." Arkansas Professors of Educational Administration, Little Rock, AR., May 4, 2009.

"Utilizing a Comprehensive New Teacher Induction Program to Reduce Teacher Drop-Outs." Arkansas Association of Colleges of Teacher Education (ArACTE) Spring Conference, Arkadelphia, AR., April 17, 2009. (Co-presented with Monica Wilhelm, Ft. Smith Public Schools).

"How to Avoid the Battles for 'My Program' in an Era that Requires More (Budget) Cuts." Key, invited presenter, at a teleconference for California superintendents and district office staff. Conference arranged and sponsored by School Wise Press. January 21, 2009.

Presented research findings on "The Status of School Leadership in Arkansas" to the "Team Leadership XIV" The 14th Annual Joint Conference of the Arkansas Association of Educational Administrators and the Arkansas School Boards Association. Embassy Suites Conference Center, Little Rock, AR. May 13, 2008.

“Leading Through Core Values in Employer-Employee Relations,” ACSA-SEAC State Negotiators Summit, 2006.

“School Cultures and Effective Communications,” El Dorado Administrators Summit Conference, 2006.

“The Uniqueness of School Cultures and the Implications for Leadership,” School Employers Association of California Annual Conference, 2006.

“Negotiations: Being Confident at the Table,” Small School Districts Association Workshop, 2005.

“Understanding School Finance: How It Works,” Small School District Association Annual Conference, 2005.

“Collective Bargaining and Contract Development,” Pre-conference Workshop, Small School Districts Association Annual Conference, 2005.

“Highly Qualified Teacher/NCLB and Collective Bargaining,” California School Boards Association Master of Governance Training, 2004.

“Collective Bargaining,” Association of California School Administrators, Superintendent’s Academy, 2003, 2004.

“How to Develop and Manage a District Budget,” Executive Leadership Seminar: Leading the Leaders, Association of California School Administrators, 2001, 2002, 2003, 2004, 2005.

“Understanding the School District Budget,” 1996, 1997, 1998, 1999, 2000, 2001, 2002, Small School Districts Association Annual Conference.

“School Finance,” 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004 Small School Districts Association New Superintendents Symposium.

“Collective Bargaining and the Budget,” 1997 Small School Districts Association Annual Conference.

“What the Budget Tells You About Your School District,” 1998 Small School Districts Association Annual Conference.

“Collective Bargaining: Tactics Used to Disrupt and Confuse,” 1998 Small School Districts Association Annual Conference.

“Developing a Technology Program in a District with Limited Resources,”
Workshop, 1997 California School Boards Association Annual Conference.

“Negotiations: Tactics and Dirty Tricks Used Against School Districts,” 1998,
1999, 2000, 2001 California School Boards Association Annual Conference.

“Building a Board Team with the Superintendent,” Table Talk, 1998 California
School Boards Association Annual Conference.

"How to Build a Board/Superintendent Team," Workshop, 1999 California School
Boards Association Annual Conference.

"Developing Positive Board Superintendent Relationship," Workshop, 1999 Small
School Districts Association Annual Conference.

Consulting:

Pea Ridge School District, Superintendent Search Advisor, 2011-12.

Pea Ridge School District, Board Workshop, "Defining Board/Superintendent
Roles and Relationships. October 1, 2011.

Greenland School District, Fiscal Advisor to the State appointed superintendent,
2008-10.

Nevada Department of Education, School Support Team Leader for Program
Improvement Schools, 2006-07, 2007-08, 2008-09, 2009-10.

Stockton Unified School District, Superintendent Search Advisor, 2006.

Alpaugh Unified School District, Superintendent Search Advisor, 2005.

Lake Tahoe Unified School District, Superintendent Search Advisor, 2005.

Lincoln Unified School District, Superintendent Search Advisor, 2004.

Indoor Environmental Services, Education Consultant, 2002-2006.

Mother Lode Union School District. Superintendent Search Advisor, 2004.

Valley Home Elementary School District. Superintendent Search Advisor, 2003.

Lake Tahoe Unified School District. The School Boards Role in Negotiations.
2002.

Cutler-Orosi Unified School District. Superintendent Search Advisor, 2002.

Cutler-Orosi Unified School District. Board-Superintendent's Roles and Relationships, 2002.

Gold Trail Elementary School District. Board-Superintendent's Roles and Relationships. 2002.

Chowchilla School District. In-Service on Motivation in the Classroom, 1984.

U.S. Army, Fort Lewis Washington. Evaluation of the Basic Skills Education Program, 1983.

Honors and Recognition:

Innovative Teaching Award, College of Education and Health Professions, University of Arkansas, 2011.

Innovative Teaching Award, College of Education and Health Professions, University of Arkansas, 2009.

Outstanding Teaching Award, Curriculum and Instruction Department, University of Arkansas, 2009.

President and Member of the Executive Board, Schools Insurance Authority, 1996-2007.

Member, Implementation Committee of the California State Allocation Board, 1998-2003.

Board of Directors, California Fiscal Crisis and Management Assistance Team (FCMAT), 2000-2004.

Charlie Binderup Award, California Small School Districts Association, (Superintendent of the Year) 1999.

Executive Educator 100: The Top 100 Educators in North America to Watch, *Executive Educator Magazine*, 1985.

Pedro and Edna Osuna Graduate Scholarship, University of the Pacific, 1980.

Outstanding Young Educator, East Los Angeles Jaycees, 1972.

Professional Associations:

Association of California School Administrators.

Charter Level: President, Vice President, Secretary, Treasurer.

Region Level: Treasurer, Secretary

State Level:

Research Evaluation and Accreditation Committee
Chair, Small School Districts Committee
State Superintendents Committee

Arkansas Association of Educational Administrators

American Association of School Administrators

Phi Delta Kappa

National Council of Professors of Educational Administration

Arkansas Association of Professors of Educational Administration

University Council for Educational Administration

Community Activities:

I have been actively involved in Church activities such as teaching high school, college and adult Sunday School classes, serving on governing boards, and I am a Certified Lay Speaker in the United Methodist Church. I have been active in Rotary International and am a Paul Harris Fellow. I have coached numerous school and community athletic teams and have coached women's softball teams in two National Championship Tournaments.