

CURRENT VITAE

JAMES J. BIRD

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College of Education COED – 268
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EDUCATION AND PROFESSIONAL CREDENTIALS

<u>Degrees</u>	<u>Date</u>	<u>University</u>	<u>Major</u>
Ph.D.	1976	The Ohio State University	Educational Administration
M.A.	1970	The Ohio State University	Physical Education
B.S.	1969	University of Wisconsin–LaCrosse	Physical Education, English

Licenses

North Carolina:	Superintendent and Principal
Michigan:	Administrative Certificate with Central Office and Superintendent Endorsements
New York:	Permanent New York School Administrator and Supervisor and School District Administrator
Pennsylvania:	Superintendent's Letter of Eligibility

PROFESSIONAL EXPERIENCES

University Experience

2015 – prsnt	Associate Professor, Department of Educational Leadership, University of North Carolina Charlotte
2013 – 2015	Interim Department Chair, Educational Leadership, University of North Carolina Charlotte
2011 – 2012	Coordinator of Doctoral Programs, Associate Professor, Department of Educational Leadership, University of North Carolina Charlotte

2006 – 2010 University of North Carolina Charlotte, Assistant Professor
Department of Educational Leadership

School District Experience: Central Office

1990 - 2006 Auburn Hills, MI Superintendent
Responsible for total operation of the *Avondale School District*, Oakland County, Michigan.

1985 - 1990 Birmingham, MI Deputy Superintendent
Responsible for the supervision and evaluation of all building principals; the assistant superintendent for elementary education; the director of pupil personnel services; and, all instructional matters including budget in the *Birmingham Public Schools*. Created the High School of the Future Conference in 1987.

1981 - 1985 Lockport, NY Assistant Superintendent
Responsible for all instructional programming including staffing, budgeting, and curriculum revision in the *Lockport City School District*. Supervisory responsibilities included building principals, state and federal projects, and all instructional programs.

School District Experience: Building Level

1978 - 1981 Pittsburgh, PA Junior High Principal
Responsible for supervision and evaluation of building and staff in West View Junior High School of the *North Hills School District*.

1975 - 1978 Pittsburgh, PA Administrative Assistant
Reported directly to the superintendent and was responsible for district long-range planning, administrative personnel evaluation, curriculum development, and federal projects for the *North Hills School District*.

Teaching Experience

1999 – 2000 Rochester Hills, MI Visiting Lecturer (part-time)
Graduate course in Educational Leadership for *Oakland University*.

1987 - 1993 Ypsilanti, MI Visiting Lecturer (part-time)
Graduate level classes for *Eastern Michigan University*, including: School-Community Relations, Evaluation of Educational Programs, Supervision, Economics of Education, and, the High School Principalship.

1970 - 1973 Beachwood, OH Middle School Teacher

Three years of middle school teaching in *Beachwood Public Schools*, Cleveland, Ohio.

1969 - 1970 One year of teaching as a graduate teaching assistant, *The Ohio State University*.

1968 Internship teaching and coaching at *White Bear Lake High School*, Minneapolis-St. Paul, Minnesota.

TEACHING/CURRICULUM DEVELOPMENT

Courses Taught

Fall	2016	ADMN 6410 Principal Internship and Seminar ADMN 6161 The Principalship ADMN 8410 Advanced Internship 1
Spring	2016	ADMN 6420 Principal Internship and Seminar ADMN 8140 School Finance
Fall	2015	ADMN 6161 The Principalship (2 sections) ADMN 6410 Principal Internship and Seminar
Spring	2015	ADMN 8420 Advanced Internship 2 ADMN 6110 School Leadership and Management
Fall	2014	ADMN 8410 Advanced Internship 1
Spring	2014	ADMN 6161 The Principalship ADMN 8420 Advanced Internship 2
Fall	2013	ADMN 6100 Fundamentals of Leadership ADMN 8410 Advanced Internship 1
Spring	2013	ADMN 6420 Principal Internship and Seminar ADMN 8140 School Finance
Fall	2012	ADMN 6100 Fundamentals of Leadership ADMN 6410 Principal Internship and Seminar
Summer	2012	ADMN 6100 Fundamentals of Leadership
Spring	2012	ADMN 6420 Principal Internship and Seminar ADMN 8420 Advanced Internship 2
Fall	2011	ADMN 6161 The Principalship ADMN 6410 Principal Internship and Seminar ADMN 8410 Advanced Internship 1
Spring	2011	ADMN 6420 Principal Internship and Seminar ADMN 8110 Organizational Theory and Behavior
Fall	2010	ADMN 6100 Fundamentals of Leadership ADMN 6410 Principal Internship and Seminar ADMN 6601 Seminar in Administration and Supervision
Summer	2010	ADMN 6100 Fundamentals of Leadership
Spring	2010	ADMN 6110 School Leadership and Management ADMN 8420 Advanced Internship 2
Fall	2009	ADMN 6100 Fundamentals of Leadership

Summer 2009	ADMN 8410 Advanced Internship 1 ADMN 6000 Topics in Educational Administration ADMN 8110 Organizational Theory and Behavior
Spring 2009	ADMN 6161 The Principalship ADMN 8140 School Finance
Fall 2008	ADMN 8420 Advanced Internship 2 ADMN 6100 Fundamentals of Leadership (2 sections) ADMN 8410 Advanced Internship 1
Summer 2008	ADMN 6100 Fundamentals of Leadership ADMN 8110 Organizational Theory and Behavior
Spring 2008	ADMN 6161 The Principalship ADMN 8140 School Finance
Fall 2007	ADMN 6100 Fundamentals of Leadership (3 sections)
Spring 2007	ADMN 6161 The Principalship ADMN 8140 School Finance
Fall 2006	ADMN 6100 Fundamentals of Leadership ADMN 6161 The Principalship

Involvement in Peer Observation in the College as an Observer

- I observed Lisa Merriweather with Brian Kissel on February 25, 2014
- I observed Dr. D'Amico with Kelly Anderson on February 21, 2013
- I observed Dr. Dika with Kelly Anderson on April 17, 2012
- I observed Dr. Driscoll with Claudia Flowers on April 3, 2012

Curriculum and Course Development

- Committee work contributions to North Carolina Department of Public Instruction induced re-modeling of the doctoral program superintendent licensure program, 2013-2014.
- Committee work contributions to North Carolina Department of Public Instruction induced re-visioning of Masters of School Administration licensure programs, 2007-2011.
- Committee work contributions to revision of Master of School Administration program, 2006-2007.

Advising/student-directed Scholarship

Students in the Masters of School Administration program
Students in the doctoral program in Educational Leadership

Served on the following doctoral students' dissertation committees:

- Shelton Jeffries (completed degree, May 2014); Danielle Edwards (completed degree, December 2009); Aimie Nichols; Montrio Belton (completed degree, May 2010); Jamal Crawford (completed degree, May 2013); Kristen McMannus (completed degree, May 2013); Carlos Grant (completed degree, August 2011); Chris Lowder (completed degree May, 2011); Jennifer McGee (completed degree May 2012); Joel Bryant (completed degree, May 2012); Paul Crouse; Jim Helf (completed degree, May, 2012); Avery Mitchell; Laura Rosenbach (urban

education, completed degree, summer 2012); Sharone Harris; Dorothy Hayes; Reid Wodicka (public policy and completed degree December, 2015); Stuart Blount (completed degree, May of 2015); Tammy DeCesare, Julie Erdie, and Jocelyn Watson.

Served as dissertation committee chair for the following students: Curtis Carroll (completed, May of 2013), Billy Means (completed, May 2014), Elizabeth Snyder, Tresa Cummins, Art Christianson

RESEARCH

Publications

Book Chapters

Bird, J. (2013) School finance. In Campbell-Whatley, G. D. & Lyons, J. E. (Eds.) *Leadership Practices for Special and General Educators*. Upper Saddle River, NJ: Pearson Education Inc.

Articles in Refereed Journals (* = data-based)

*Dunaway, D. M., Bird, J. J., Wang, C., & Hancock, D. (2013). Superintendents' perceptions of the school improvement planning process in the southeastern USA. *Educational Management Administration & Leadership*, 42(4), 460-473.

*Bird, J. Dunaway, D. M., Hancock, D., & Wang, C. (2013). The superintendent's leadership role in school improvement: Relationships between authenticity and best practices. *Leadership and Policy in Schools*, 12(1), 37-59.

Bird, J., & Wang, C. (2013). Self-described superintendent leadership styles: Implications for practice. *Management in Education*, 27(1), 14-18.

*Bird, J., Wang, C., Watson, J., & Murray, L. (2012). Teacher and principal perceptions of authentic leadership: Implications for trust, engagement, and intention to return. *Journal of School Leadership*, 22(3), 425-461.

Bird, J. (2011). Dollars and sense: A budget-building framework of transparency for superintendent leadership. *Management in Education*, 25(4), 156-162.

*Wang, C. & Bird, J. (2011). Multi-level modeling of principal authenticity and teachers' trust and engagement. *Academy of Educational Leadership Journal*, 15(4), 125-147.

- *Bird, J., & Wang, C. (2011). Authentic leadership and budget-building practices: Superintendents reveal origins, strategies, and connections. *Academy of Educational Leadership Journal*, 15(3), 143-160.
- *Bird, J., Dunaway, D. M., Flowers, C., Lyons, J. E., & Lee, D. (2010). The relationship between principal interns' level of involvement and perceived knowledge and skills development during the internship process. *Academic Leadership Journal*, 8(3).
- *Dunaway, D. M., Bird, J., Flowers, C., Lyons, J. E., & Lee, D. (2010). Intern and mentor perceptions of the intern experience. *Academic Leadership Journal*, 8(3).
- *Bird, J., & Wang, C. (2010). Role interdependency between superintendents and school business officials in budget building leadership practices and strategies. *Journal of School Business Management*, 22(1), 11-16.
- Bird, J. (2010). Building budgets and trust through the alchemy of superintendent leadership. *Management in Education*, 24(2), 46-50.
- *Bird, J., Wang, C., Watson, J., & Murray, L. (2009). Relationships among principal authentic leadership, teacher trust and engagement levels. *Journal of School Leadership*, 19(2), 153-171.
- *Bird, J., Wang, C., & Murray, L. (2009). Building budgets and trust through superintendent leadership. *Journal of Education Finance*, 35(2), 140-156.
- *Bird, J., Kim, D., & Wierzalis, E. (2008). A study of local antecedents for college choice: A template for administrators, families, and school counselors. *International Journal of Educational Leadership Preparation*, 3(2), available at <http://cnx.org/content/m17346/latest/>.
- Bird, J. (2007). Moving from the superintendency to the professorship: Ten easy steps for moving your cheese for better aging. National Council for Professors of Educational Administration, *International Journal of Educational Leadership Preparation*, available at <http://cnx.org/content/m14268/latest/>.
- *Black, T., Hancock, D., & Bird, J. (2006). A study of factors that influence teachers to become school administrators. *Journal of Educational Research and Policy Studies*, 6(1), 91-105.

In-press Manuscripts

Works in Progress: Submitted Manuscripts

- *Rosenbach, L. J., Flowers, C., Bird, J. J., & Algozzine, B. (submitted, October 2015). An evaluation of a strategic staffing initiative in a large urban school district. *School Effectiveness and School Improvement*.
- *Zellars, K.L., Beck, T.E., Bickmeier, R., & Bird, J. (submitted, November 2014). Antecedents to collaborative crafting: Proactivity and workplace perceptions. *Journal of Business and Psychology*.
- *Zellars, K.L., Beck, T.E., Bickmeier, R., Bird, J. & Wang, C. (submitted, September 2014). Sustaining hope through resource building: The roles of job crafting and voice behaviors. *Journal of Applied Psychology*.

Other Publications: (* = data-based)

- *Wang, C. & Bird, J. (2011). Selecting statistical procedures for multi-level data: Examining relationships between principal authenticity and teacher trust and engagement. *The CEME Forum*, 1-7. University of North Carolina at Charlotte, available at http://education.uncc.edu/ceme/Forum_Page.htm.

Bird, J. (2010, January). Exerting leadership through the budget-building process. *AASA New Superintendent's E-Journal*, available at <http://www.aasa.org/content.aspx?id=10504>.

Bird, J. (2009, October). Look for authenticity and talents in the principal selection process. *AASA New Superintendent's E-Journal*, available at <http://aasa.org/content.aspx?id=6286>.

Conference Presentations (* = data-based)

- *Lyons, J. E., Watson, J., & Bird, J. J. (2013). *State mandated principal program revision: The North Carolina experience*. Paper presented at the University Council for Educational Administration Convention, Indianapolis, IN. (paper)

- *Zellars, K.L., Beck, T.E., Bickmeier, R., & Bird, J. (2013). *Motivations to job craft: Proactive individuals and opportunities in the work environment*. Paper presented at the Southern Management Association Conference, New Orleans, LA. (paper)
- *Bird, J., Dunaway, D. M., Hancock, D., & Wang, C. (2012, February) *The superintendent's leadership role in school improvement: Relationships between authenticity and best practices*. Paper presented at the state conference of the North Carolina Association of Research in Education, Winston-Salem, NC. (paper)
- *Wang, C. & Bird, J. (2010, October). *Multi-level modeling of principal authenticity and teachers' trust and engagement*. Paper presented at the Allied Academies' Fall International Conference, Las Vegas, NV. (paper)
- *Bird, J. & Wang, C. (2010, March). *Authentic leadership and budget-building practices: Superintendents reveal connections, origins, and strategies. Proceedings of the American Institute of Higher Education's Fourth International Conference*, Williamsburg, VA. 3(1), 156-171. (paper)
- *Bird, J. (2009, October). *Authentic leadership and building principals: Three studies on its relationship to teacher trust and engagement and student achievement*. Paper presented at the annual conference, Southern Regional Council on Educational Administration, Atlanta, GA. (paper)
- *Bird, J., Wang, C., Watson, J., & Murray, L. (2009, February). *Principal vacancy? Hire authenticity*. Paper presented at the American Association of School Administrators' Annual Conference, San Francisco, CA. (paper)
- *Bird, J., Wang, C., & Murray, L. (2009, February). *Building budgets and trust through superintendent leadership*. Paper presented at the American Association of School Administrators' Annual Conference, San Francisco, CA. (paper)
- *Bird, J., Wang, C., Watson, J., & Murray, L. (2008, October). *Relationships among principal authentic leadership, teacher trust and engagement levels, and student academic achievement*. Paper presented at the annual conference, Southern Regional Council on Educational Administration, Charleston, WV. (paper)
- *Bird, J. (2008, February). *Managing local antecedents to college choice: A template for families and school counselors*. Paper presented at the state conference of the North Carolina Association of Research in Education, New Bern, NC. (paper)

*Black, T., Hancock, D., & Bird, J. (2007, March). *A study of factors that influence teachers to become school administrators*. Paper presented at the state conference of the North Carolina Association of Research in Education, Greensboro, NC. (paper)

Bird, J. (1988, February). *Creating the high school of the future: A compelling vision*. Paper presented at the national convention of the American Association of School Administrators, Las Vegas, NV. (paper)

Garvelink, R. & Bird, J. (1988, March). *Robotics*. Paper presented at the international conference on Technology and Education, Edinburgh, Scotland. (invited)

Bird, J., Wallendorf, J., Lentz, R., Baldrige, L., & Burleigh, J. (1989, December). *High school of the future*. Paper presented at the state conference of the Michigan Association of Secondary School Principals, Grand Rapids, MI. (invited)

Recognition of research efforts by others (e.g., citations, reviews, awards):

*Wang, C. & Bird, J. (2010, October). *Multi-level modeling of principal authenticity and teachers' trust and engagement*. Paper presented at the Allied Academies' Fall International Conference, Las Vegas, NV. Received the Distinguished Research Award from the Academy of Educational Leadership.

Grants

Zellers, K. L., Beck, T. E., & Bird, J. J. (2013). *Resilience training: Building resilient teachers and resilient schools*. University of North Carolina at Charlotte Faculty Research Grant 2013-2014: \$9,400.

SERVICE/OUTREACH/ENGAGEMENT

Service to the University

Member University Employee Status Committee 2009-2011

Service to the College

Member Standard 1 Committee Revision: Conceptual Framework 2010-2011
Member College Faculty Council Committee 2007-2009
Member Professional Education Council 2007-2008

Presentation

Hancock, D., Muller, U., & Bird, J. (2008, May) *The motivation to become a school leader: Different systems, same problems? A German-American comparative study*. Paper presented at the 14th Annual German-American Faculty Symposium, University of North Carolina at Charlotte, Charlotte, NC.

Service to the Department of Educational Leadership

Served on Department Review Committee
Coordinator of Doctoral Programs (7/1/2011 to 10/1/2013)
Junior Faculty Committee
Doctoral Advisory Committee (served as chair 7/1/2011 to 10/1/2013)
Master of School Administration Advisory Committee
Faculty Search Committees (5)
Student Application Interview Committees both master's and doctoral levels

Service to the Profession

Membership

American Association of School Administrators
American Educational Research Association
National Council of Professors of Educational Administration
North Carolina Association of Research in Education
Academy of Educational Leadership

Reviews of Journal Articles and Textbook Chapters

"Understanding teacher attrition in two charter schools: Principal dispositions and practices" Blind review, *International Journal of Leadership in Education*, February, 2016.

"Followership in an educational organization-a secondary school: What do teachers and principals believe?" Blind review, *National Association of Secondary School Principals Bulletin*, July, 2015.

Leadership case studies in education by Northouse, P. G. Sage Publishing, 2014.

"Leading school improvement through collaboration: An evidenced-based model". Blind review. *Educational Management Administration & Leadership*, September, 2013.

- "Teachers' citizenship versus counterproductive behaviors: Are they opposite forms of behavior?" Blind review. *Educational Administration Quarterly*, August, 2012.
- "Leadership profile instruments and the role of personality in leadership types". Blind review. *National Association of Secondary School Principals Bulletin*, May, 2012.
- "Perceptions of teachers and principals regarding the structures and practices in supervision and evaluation". Blind review. *National Association of Secondary School Principals Bulletin*, February, 2012.
- "Teacher leadership and collective efficacy: Links to student achievement". Blind review. *International Journal of Leadership in Education*, December, 2011.
- "Positive leader behavior and positive outcomes: Linking organizational citizenship behavior and authentic leadership". Blind review. *Journal of Leadership and Organizational Studies*, October, 2011.
- "The costs of going the extra mile: The relationship between teacher's organizational citizenship behavior, role stressors and strain with the buffering effect of job autonomy." Blind review. *Educational Administration Quarterly*, October, 2011.
- "Systems thinking tools for improving evidence-based practice: A cross-case analysis of two high school leadership teams". Blind review. *High School Journal*, July, 2011.
- "A study of principal leadership style and teacher job performance". Blind review. *National Association of Secondary School Principals Bulletin*, June, 2011.
- "The impact of principal leadership behaviors on the efficacy of new and experienced middle school teachers". Blind review. *National Association of Secondary School Principals Bulletin*, December, 2010.
- "Principals as partners: Counselors as collaborators". Bind review. *National Association of Secondary School Principals Bulletin*, August, 2010.
- "Converging theories: Public management reform and budgeting inside local school districts into the new system". Blind review. *Public Administration Review*, August, 2010.

“The association of working conditions and teachers’ perceptions of trust on teacher retention with implications for school public relations”. Blind review. *Journal of School Leadership*, February, 2009.

Lunenburg, F., & Ornstein, A. (2008). *Educational administration: Concepts and practices*. Belmont, CA: Thomson and Wadsworth. Chapters 1-4, June, 2008.

Service to the Community and Practitioners

Participation

Worked with Curtis Carrol, principal, P. O. Bailey high school and his administrative staff on organizational structure and operations. (2011, summer).

Served on a community-based input visioning exercise for the Cabarrus County Schools. (2011, spring).

Served on the Instructional Program Committee for the Southwest Education Alliance. (2008-2009, 2010-2011).

Provided, upon request, consultation and support materials to Marilyn P. Morey, manager, Leadership Development, New York State School Boards’ Association. (2009, March).

Provided, upon request, consultation and power point presentation to Rosalyn Allison-Jacobs, Director of Strategic Initiatives, Mecklenburg Citizens for Public Education. (2009, January).

Assisted Dr. Lambert with his grant for the North Carolina Department of Public Instruction, Office of School Readiness, Teacher Licensure Unit on Pre-Kindergarten Professional Teacher Assessment Instrument Workshops for presentations and manual development and production. (2008, spring, summer).

Served on the Lincoln County Grant Award Committee for distribution of grant awards for teacher project scholarships. (2008).

Worked with the Iredell-Statesville school district on pilot test preparation for new state administrative evaluation program. (2007, fall).

Workshops and Presentations

Bird, J. (2007, April). *Getting traction out of your vision: Converting principal leadership into student achievement gains*. Presentation to the Southwest Education Alliance, Charlotte, NC.

Bird, J. (2009, August). *Teacher leadership and the adult learner*. Kannapolis City Middle Schools, NC Quest Grant Workshop.

Bird, J. (2009, September). *Teacher leadership and the adult learner*. Kannapolis City Elementary Schools, NC Quest Grant Workshop.

Bird, J. (2009, September). *Teacher leadership and the adult learner*. Charlotte-Mecklenburg Schools, NC Quest Grant Workshop.

Bird, J. (2012, August). *Authentic Leadership*. Keynote Address for the Cabarrus County Schools Administrative retreat: *Tools for Intentional Leadership*.