

Maria J. Coolican, Ph.D.

1130 W Washington Street
Ann Arbor, Michigan 48103

Voice: (734) 417-6806 Fax: (734) 669-0441 E-Mail: mariajc@umich.edu

EDUCATION

Ph.D. Educational Studies and Higher Education
The University of Michigan, 1996

M.Ed. Secondary Education and Foreign Language Teaching
George Washington University, 1990

B.A. Foreign Affairs
The University of Virginia, 1987

ACADEMIC EXPERIENCE

University of Michigan, Ann Arbor, Michigan 1997-present

Lecturer IV, School of Education, Department of Educational Studies: Teach courses in teacher education focusing on teaching and learning strategies, world language methodology, the structures of American schools, classroom management, building learning communities, national and state standards, adolescent development and psychology and development of assessment instruments. Serve as reviewer for annual admissions process. Serve as liaison with Michigan Department of Education regarding world language issues. Advise and counsel students regarding coursework requirements and teacher certification. Supervise student teachers in the field in a variety of content areas, and teach the seminar that accompanies the student teaching semester. Conduct independent study coursework for students in education and in French.

Faculty, Executive Education, School of Business: Teach seminars in executive and organizational leadership development. Seminars designed for both for-profit and not-for-profit companies and focus on developing a growth-oriented leadership vision.

Smith College, Northampton, MA, 1997-present

Faculty, Smith College, Lewis Leadership Program: Teach seminars and mini-courses in leadership for college women. Design and facilitate the annual leadership preorientation program.

The Ann Arbor Girls Middle School, Ann Arbor, Michigan, 2000-2004

Co-Director: Co-Director of an innovative, private girls' middle school. The school focuses on creating powerful educational opportunities for young women in a single-sex environment. Small class sizes, intensive student-teacher interaction and a significant level of parent

involvement characterize the school. The curriculum is diverse and includes foreign language, music and physical education, and focuses heavily in the areas of math, science and technology.

University of Notre Dame, South Bend, Indiana 1998-2001

Visiting Lecturer, Institute for Educational Leadership, Alliance for Catholic Education: Taught courses for students enrolled in a graduate level teacher preparation program. These graduate level courses focused in the area of teacher education, general methodology, foreign language methodology, adolescent development, secondary school methodology, literacy, and school organization. Other courses focused in the area of Internet coursework delivery, specifically using the WebCT website as a host for such courses.

University of Portland, Portland, Oregon 1998-2001

Adjunct Faculty, School of Education: Taught courses for the University of Portland's off-campus Master's program. Courses focused in the areas of leadership, curriculum development, instructional improvement, qualitative research design, and school restructuring. These courses are designed for teachers and school administrators, and are located at sites in Canada and on Guam. Students proceed through the program in cohorts, and most graduate after two years of coursework.

Illinois State University, Normal, Illinois 1995-1997

Principal, University High School: Principal of university laboratory high school, a school that serves as the clinical site for preservice teachers and as a research site for the College of Education. Lead a faculty and staff of nearly 70. Supported innovative teaching and learning environments, including an interdisciplinary freshman year program, a large special education population and a unique agreement with campus departments that facilitated the opportunity for high school students to take university courses during their high school years. Responsible for budgeting, recruiting and hiring, evaluation, professional development, and first-year teacher mentoring program. Instituted a revised student handbook, policies on drug and alcohol abuse, and a student discipline program that focused on service rather than punishment.

Instructor, Illinois State University: Instructor in the College of Education, Department of Curriculum and Instruction. Taught undergraduate courses in teacher education; taught graduate courses in curriculum development and curriculum design. Served as member of Dean's Administrative Council, the management team for the College of Education.

The University of Michigan, Ann Arbor, Michigan 1990-1995

University Instructor, Secondary Teacher Education and Secondary Foreign Language Education: Taught undergraduate and graduate courses in the School of Education, focusing on the techniques and methodologies of foreign language teaching in middle and high schools; classroom management and discipline; social foundations of American schools; and, models of teaching.

University Supervisor, Student Teaching: Supervised student teachers in the area of foreign languages and English, to include conducting site-based observations and continual assessment measures. Liaison between the university and the local school systems.

Research Associate and Curriculum Consultant, National Business Roundtable: Conducted research for a national association of Fortune 500 companies committed to the improvement of American education. Worked extensively with state government officials, corporate management, and educational foundations.

Research Associate, National Center for Research to Improve Post-Secondary Teaching and Learning: Researched and developed with a team of scholars various assessment procedures by which university professors can determine teaching and administrative effectiveness.

Father Gabriel Richard High School, Ann Arbor, MI 1992-1995

Assistant Principal and Dean of Faculty: Administrator of Catholic high school. Responsible for teacher development, evaluation, and hiring; curriculum development; and, student counseling. Supervised budget and development office.

French Teacher: Taught French One, Two, and Three during the 1992-93 school year while simultaneously serving as the Assistant Principal.

BUSINESS EXPERIENCE

TransForum Consulting, Inc., Ann Arbor, Michigan 1995-present

Business Owner and Co-Director: TransForum Consulting, Inc. specializes in transformation, organizational change and leadership development. For over ten years, the principals of TransForum Consulting have worked with corporations, not-for-profit organizations, school systems, colleges and universities. We bring a unique blend of experience in business and education as well as depth of knowledge in leadership and organizational theory and practice to our work. The approach and philosophy of the work undertaken to produce change in organizations and to develop leaders is based on action learning methodology. We work with individuals and organizations to anchor key intellectual concepts and to devise the appropriate approaches that will engage the concepts in relevant work activities and produce concrete results.

Fundamentally, our change model is based on the belief that everyone has the capacity and responsibility to develop as a leader within a system. Our methodology is an action-learning model that creates opportunities for individuals to work on changing their behaviors while simultaneously contributing to changing the overarching organizational processes. What we know from research as well as from our practice is that the most successful change processes involve the entire system, and that it takes time and

thoughtful work to make that happen. Perhaps most importantly, any systemic change process must have at its core the fundamental question of how this process will positively impact its constituents. Some of our clients include:

- **PeerSpectives® Business Executive Roundtable** (Starting winter 2006)
We were asked to participate in training and were selected for a spot running a PeerSpectives® roundtable for the Small Business Association of East Michigan. The goal of this process is to work with business owners of established, high-growth companies in an ongoing peer learning process.
- **The Executive Forum** (Summer 2005) We were asked to present at a monthly forum for small to mid-sized business owners. The focus of our interactive session was on organizational change and leadership development, with tools for business leaders to accelerate business growth by enhancing these factors.
- **University of Michigan Executive Education Faculty** (1999-2001)
Taught seminars in executive and organizational leadership development. Seminars designed for both for-profit and not-for-profit companies and focus on developing a growth-oriented leadership vision.
- **Planned Parenthood of East Central Michigan** (2004-present) Design and delivery of multiple-year highly customized organizational change process, multiple interventions, top team leadership development, coaching, mediation, and the involvement of every employee in change process.
- **Community Foundation of Greater Flint** (2005-present) Leadership development for top team, structured implementation of strategic plan, multiple interventions, coaching struggling employees.
- **Smith College Leadership Program** (1993 to present) Design curriculum, develop materials and teach leadership development including structured leadership interactions with students, administration and the community of Northampton, MA.
- **Delta Schoolcraft Intermediate School District** (1999-present) Design and delivery of curriculum to support a \$8.1 million dollar Federal Technology Innovation Challenge Grant. The year long action-learning, leadership development curriculum includes students, teachers, parents, administrators, staff and community members in a process designed to allow each school to determine the most appropriate way to use the federal grant to use technology in new and innovative ways to improve student achievement. We deliver the curriculum, coach teams, provide expertise and customize the process based on data collected throughout the process.
- **Ford Motor Company** (1997-1998) Facilitators in organization-wide change leadership program.
- **Northwest Airlines Management Academy** (1996-1997) Program design and facilitation of leadership and business skills academy for mid-level managers.
- **The Houston Annenberg Foundation** (2002) Designed and facilitated a Principals' Leadership Academy.

- ***Detroit Children's Home*** (2000) Board facilitation and change leadership seminar.
- ***Furr High School, Houston, TX*** (2000-2002) Designed and delivered change leadership program for teachers, students and parents.
- ***Focus:HOPE*** (1994-1999) Worked with Focus:HOPE to design leadership learning session for corporations.
- ***Ameritech, Merck, General Electric, Shell Oil, Harper Collins, U.S. West*** (1990-1992) We worked with a consortium of consultants on large scale organizational change projects wherein we facilitated the design that was created by the lead consultants.

PROFESSIONAL MEMBERSHIPS

American Educational Research Association
 Association for Supervision and Curriculum Development
 Association of Teacher Educators
 American Association of Colleges of Teacher Education
 National High School Association

PUBLICATIONS AND PRESENTATIONS

Healthy Organizations and the Link to Peaceful Societies: Strategies for Implementing Organizational Change Jackson, J.L. and Coolican, M.J. Vanderbilt Journal of Transnational Law, March 2003.

Integrating Culture with Your Strategy Coolican, M.J. and Jackson, J.L. Published in Compass Points Magazine, 1999.

Dealing with Failure in Student Teaching: Problems and Solutions. Co-facilitator of a research conversation at the 1999 Annual Meeting of the Association of Teacher Educators. Chicago, Illinois.

The Challenge to Change: Rethinking and Reconfiguring the Freshman Year Experience Voices From the Field. Winter, 1998.

Two Voices in the Field: A Student Teacher and a University Supervisor Reflect on Learning to Teach. Voices From the Field. Spring, 1998.

Mentor or Tormentor: The Role of the Cooperating Teacher in Student Teacher Success. Mary R. Sudzina and Maria J. Coolican. Action in Teacher Education. Winter, 1996.

Lessons and Legacies: The Story of a Failed Student Teacher Dissertation, The University of Michigan, 1995.

We Watched Them "Fail": University Supervisors' Perceptions of "Failure" in Student Teaching. J. Gary Knowles, Nancy Skrobola, and Maria J. Coolican. International Journal of Qualitative Studies in Education. April 1995.

Increasing Student Academic Achievement: Creating Discussion and Collaboration Between Business and Academic Leaders. Co-authored with Steven Skalka, The University of Michigan, 1993. A publication for the National Business Roundtable.

Failure in Student Teaching: A Case Study Paper presented at the AERA Annual Conference, San Francisco, CA April 1992.

Gap Analysis A study of the current educational practices and educational standards in the state of Michigan; co-authored with Steven Skalka, The University of Michigan, 1992. A publication for the National Business Roundtable.

RESEARCH INTERESTS

Reform in teacher education
Student teaching
National standards
Public school restructuring and reform
Urban education
Catholic education