

My expertise in institutional and community includes work as an administrator in higher education as well as consulting in the business world. My work in higher education focused on construction of a Master's program in Teacher Education in Early Childhood Education and serving as the Coordinator of that program for many years. Also, I served as the Chair of the Department of Educational Psychology at the University of Illinois at Chicago, and in many administrative capacities at the University of Illinois at Chicago. In addition, I serve as a consultant in the business and not-for-profit world providing insights about team building, the contribution of play to productivity and community development, identification of goals for each program or administrative unit, institution of effective structural units for decision making, and feedback mechanism.

Each child in the world is born into a sociocultural context and grows up belonging to certain linguistic and ethnic communities and value systems, among other things. This fact constitutes the background for my approach to child development and education.

My approach to family development considers family as an institution that exists in many different ways. Going beyond monolithic conception of nuclear family consisting of father-mother-and-children, I consider extended families and communal living, single parent families, and families with gay and lesbian parents. In each case, families are examined regarding caregiving responsibilities of adults, sibling interactions, and family's contributions to children's healthy development and success in society.

Institutional development focuses on a wide spectrum of institutions ranging from schools to businesses. Here, my emphasis is on how each institution sees itself as having a common goal shared by the participants, and how these shared goals are put into practice by the members of each institution. The questions such as how members negotiate the construction of goals, address conflicts, and assume leadership roles in advancing the institutions constitute the core of my work.

In understanding individual, family, and institutional development, and promoting them, I focus on unique contextual features of each person or institution, consider stability and change over time in each case, and examine the interpersonal dynamics of growth. By identifying the distribution and negotiation of power, and the use of play in doing so, I offer ways of supporting each institution.