Challenges and Breakthroughs of Female Department Chairs Across Disciplines in Higher Education

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Abstract

The purpose of this study is to explore the department chair role relative to challenges and breakthroughs women leaders experience both inside and outside the discipline of education. The research reported is an exploration of relatively uncharted territory, adding to the data-based studies that exist of female leadership in this post-secondary context. Incorporated into this survey-based study are constructs established in the literature around relational and organizational aspects of leadership behavior. While attention is given to gender and leadership issues reported by 121 female department chairs, the discussion is broader than gender considerations. Focus is on the major challenges that practicing leaders have encountered, particularly within the domains of administration and scholarship. Included is discussion of these leaders’ initiatives, reflections, and advice, complete with verbatim quotes, thematic analyses, and relevant tables. One recommendation is that more research be conducted of the issues and work of female department chairs, with consideration of the gender dynamics involving work-role identity. Other recommendations include the advocacy of women faculty members as college-level leaders who are effectively mentored.

Full Text:
PDF

DOI: https://doi.org/10.18738/awl.v29i0.263

Refbacks

- There are currently no refbacks.
Effective leadership characteristics and behaviours for female department chairs in higher education in Saudi Arabia. Faiza Adil Gonaim. Abstract. The academic department is a fundamental unit for transforming the university's visions and goals into reality. Leadership and organizational justice: Similarities and differences across cultures. Journal of International Business Studies, 30(4), 763-779. Raines, S. C., & Alberg, M. S. (2003). Higher education in Saudi Arabia achievements, challenges and opportunities. New York, NY: Springer. Thompson, M. D. (2000). Higher education responded in some ways—with new ethnic and women's studies programs, the recruitment of minority and women students and faculty, and some socially relevant research with federal funds. Did we lead or did we follow society's demands in these domains? Probably both. This worldwide and national centrifugal pattern of uncertainty and loss of anchors and stability are also being played out in higher education. We and society are not quite sure of who we are, how higher education should serve our communities, and what we should do to educate the "good citizen" in the decades to come. There is a sense of national malaise and local flailing about what university and college administrations euphemistically call "the undergraduate experience." Schnackenberg, Heidi L., and Denise A. Simard. "Challenges Facing Female Department Chairs in Contemporary Higher Education: Emerging Research and Opportunities." 1-90 (2017), accessed February 03, 2019. doi:10.4018/978-1-5225-1891-4. Export Reference. Through her various roles in higher education, she has had the wonderful opportunity to examine aspects of leadership and the nuances and intricacies involved. Learn More. About IGI Global | Partnerships | Contact | Job Opportunities | FAQ | Management Team.