So You Want to be a Leaders in Higher Education? Developing Leadership as Women (Professional Development Workshop)

Susan R. Madsen, Utah Valley University

Available at: https://works.bepress.com/susan_madsen/115/
PDW Chair Information
Submission Instructions: This PDW is being submitted to GDO, but I would also like it to be cosponsored by the following: CAR, MED, OB, ODC, PTC

Contact Information: GDO: Quinetta Roberson, qmr3@cornell.edu

I. PROPOSED PROFESSIONAL DEVELOPMENT WORKSHOP INFORMATION

<table>
<thead>
<tr>
<th>Title:</th>
<th>So You Want to Be a Leader in Higher Education? Developing Leadership as Women</th>
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<tbody>
<tr>
<td>Short Title:</td>
<td>Women and Leadership</td>
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This insightful and innovative PDW will 1) describe some of the results of a qualitative research study on the leadership development of ten women university presidents, and 2) provide participants with an opportunity to engage in self-analysis and personal reflection. "Leadership" will be broadly framed as leading from a formal position (e.g., president, VP, dean, associate dean, department chair, or committee chair) as well as influencing without an official title or formal authority; therefore, conference attendees interested in influencing change at any level in higher education would benefit.

The workshop will begin with participants introducing themselves and their leadership interests, goals, and challenges. (10 minutes)

The session will then consist of five primary sections.

First, we will have a brief discussion on leadership titles and phrases used in the higher education arena. I will pose a number of rhetorical questions to help attendees begin thinking about leadership in their own situations. I will then introduce a qualitative research study based on interviews of ten women university presidents. (15 minutes)

Second, the presidents’ motivations for becoming leaders will be introduced. In addition, three major findings of the study will be presented. At this point the participants will divide into small groups of 3 to 5 members to discuss their own motivations for leadership and the other concepts presented. (20 minutes)
Third, to assist participants analyze their own career stages and interests, individuals will complete a 10-minute feedback tool using the Dalton and Thompson "Career Stages" model as its theoretical framework. I will then lead attendees through a 10-minute large group debriefing exercise. (20 minutes)

Fourth, I will present research findings on the presidents’ learning and development activities, influential individuals, support systems, training and development opportunities, career paths/issues, and gender and diversity. Participants will again break into small groups to discuss the possible implications of these findings. (20 minutes)

Finally, this workshop will conclude with a general discussion of the implications of the research presented on higher education as well as the participants’ own personal development. This will include a short discussion of the leadership development needed to acquire the knowledge, skills, and abilities necessary for successful leadership in higher education today. (25 minutes)

Keywords: Leadership Women High Education

Additional Info: This PDW will provide an engaging forum for the discussion of leadership development for women in higher education. It will also provide participants opportunities to reflect on their own development goals and objectives.

Registration? Pre-registration required
By invitation only
X Open, no restriction on participation

Other:
A colleague and I presented a PDW (CAR division) last year titled “Leading In Higher Education: Do You Have The Interest, Skills, And Commitment?” I have been a facilitator and presenter in three other successful PDWs at AOM annual meetings. Each of these sessions was well attended and engaging. I have strong workshop experience and presentation skills!

Special Notes to Program Chair: I have recently finished interviewing ten women university presidents across the country and can offer very interesting "take-aways" from this data. In addition I have interviewed 10 present/past women governors on their lifetime leadership development (using the phenomenological research methodology). This information is very important to begin integrating into the management arena for faculty, students, and administrators interested in influencing and leading in higher education. I have presented papers at 4 conferences and am currently writing a book on this research. I have also been asked to present my research in variety of other settings. In my presentation I integrate some of the data with lots of time for participant discussion and some tools for participants to
analyze themselves (stages, style, goals, and such). This creates a wonderful engaging and reflective session. Participants love the applicability of this research and immediately see how they can use it in their own personal development and professional work.

This session supports how to develop “good” educators and leaders, which is the theme of the conference: “Doing Well By Doing Good.” It further supports the theme by addressing issues, challenges, and opportunities related to developing managers and administrators in higher education which also relates to the theme. What better way to discuss this theme than by challenging ourselves to do better and improve ourselves? In higher education we need more prepared leaders. We must offer more leadership development opportunities for women. This workshop will be important to that end. There are currently few female business school deans. This workshop should help provide a forum for women interested in leadership in higher education to meet together and discuss challenges and opportunities around the design of this session. It will not focus solely on the plight of women but will center my presentation on how to be successful in developing leadership. This session is all about us “doing well” by “doing good” AND by doing great!

**Orientation:**

- [ ] Teaching
- [X] Management Practice
- [ ] International
- [X] Theme – “Doing Well by Doing Good”
- [X] Research

### II. PROPOSED SCHEDULING/TIMING/LOGISTICS (Please note that the final schedule may differ from the proposed time):

<table>
<thead>
<tr>
<th>Day/Date:</th>
<th>Start Time:</th>
<th>End Time:</th>
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<tbody>
<tr>
<td>[ ] Friday, August 3, 2007</td>
<td></td>
<td>See previous note</td>
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<tr>
<td>[X] Saturday, August 4, 2007</td>
<td>1 hour and 50 minute slot (this is what the proposal lists), but I can redesign this session for 1.5 or 2.5 hours, if needed.</td>
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<td>[X] Sunday, August 5, 2007</td>
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*Note: End time must include 10 minutes for transition between workshop*

**Room Size / Est. Attendance:** 30 (approximate number of anticipated attendees)

**Seating Configuration:**

- [X] Classroom
- [ ] Theater
- [ ] Banquet (10 people per table)
- [ ] Reception
Standard room setup includes an LCD projector with screen, XGA switcher, head table or podium, and water stations. Large rooms will be equipped with a microphone. If you have any additional audio visual or catering needs outside of this standard setup, please specify below. ALL requests MUST be approved by the PDW chairs. The cost for additional audio visual or catering can be high ($300/laptop, $4/soft drink etc.). Please consider this when placing your request.

Will Additional Audio Visual Materials Be Needed? (ex. Laptop, overhead projector, etc)  No
Will Additional Catering Be Needed? (ex. Coffee, Breakfast, Lunch, etc)  No
Please indicate Other Specific Needs:  No

III: SPONSORING DIVISIONS/GROUPS
(Please Number Sequentially. Please note that proposal should ONLY be sent to the first/lead sponsor):

**Divisions/Interest Groups:**
1. (BPS) Business Policy and Strategy
2. (CAR) Careers
   - (CM) Conflict Management
   - (CMS) Critical Management Studies
   - (ENT) Entrepreneurship
3. (GDO) Gender and Diversity in Organizations
   - (HCM) Health Care Management
   - (HR) Human Resources
   - (IM) International Management
   - (MC) Management Consulting
4. (MED) Management Education & Development
   - (MH) Management History
   - (MOC) Managerial and Organizational Cognition
   - (MSR) Management Spirituality and Religion
5. (OB) Organizational Behavior
   - (OCIS) Organizational Communication and Information Systems
6. (ODC) Organization Development and Change
   - (OM) Operations Management
   - (OMT) Organization and Management Theory

**Affiliates & Committees:**
- (ONE) Organizations and the Natural Environment
- (PNP) Public and Nonprofit
- (RM) Research Methods
- (SIM) Social Issues in Management
- (TIM) Technology and Innovation Management
- (AAM) Asia Academy of Management
- (IAM) Iberoamerican Academy of Management
- (ITC) International Theme Committee
- (MEN) Mentoring Committee
- (NDSC) New Doctoral Student Consortium
- (PTC) Practice Theme Committee
- (TTC) Teaching Theme Committee
Submitter (contact person) information
First Name: Susan     Middle Initial: R.     Last Name: Madsen
Affiliation: Utah Valley State College
Address: 800 West University Parkway, Mailcode 119
Phone: (801) 863-6176     Fax: (801)863-7218     E-Mail: madsensu@uvsc.edu
Role in PDW:
  X Organizer     Additional Role: X Facilitator