Gender and Global Ethics Conference

*Promoting Gender Equality in Academia: A Focus on two women Presidents in the U.S.*

Presentation

By

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Overview

1. History of Women as University Presidents
2. Two examples
3. Types of Leadership
4. Methods for Evaluating Leaders
5. Recommendation and Conclusion
History

Courtesy: Google.
Women in Senior Level Positions:

- Women are marginal figures and are at the center of inquiry.
- About 23% of university presidents are women.
- Women make up 52% of the world’s population.
- Women are participants and they want to learn and share their experiences and knowledge.
Extraordinary Women Leaders

Dr. Susan Hockfield
MIT 16th President, 2004-2012

Dr. Drew Gilpin Faust
Harvard’s 28th President
2007– present
Bio of Dr. Susan Hockfield

- Hockfield is a neuroscientist. She graduated from Georgetown University.
- Was appointed president of MIT in 2004.
- She believes more must be done to balance female students with female faculty.
Hockfield’s Vision for MIT

“I want MIT to be the dream of every child who wants to grow up to make the world a better place. We need to reach those young explorers and bring them with us on the great adventure of discovery and innovation.”

( MIT.edu)
Bio of Dr. Drew Faust

- Participated in Protests in the 60’s
- Grew up fighting against the idea that it is a “man’s world”.
- Graduated from University of Pennsylvania in 1975 with a PhD. in History.
- She was the first female president of Harvard.
Faust’s Vision for Harvard

“Universities nurture the hopes in the world; solving challenges that cross borders; in unlocking and harnessing new knowledge; in building cultural and political understanding; and in modeling environments that promote dialogue and debate…” (Harvard.edu)
These two women presidents reached the pinnacle of their careers, broke barriers, and demonstrated true leadership across the landscape.
Types of Leadership

1. Pacesetting Leader
2. Affiliative Leader
3. The Mentor/Coaching Leader
4. Democratic
Methods of Evaluating Leaders

Strengths of Women as Leaders

- Born leaders
- Ability to communicate
- Ability to find common ground
Weaknesses of Women as Leaders

- Child rearing responsibilities
- Care-giving for aging parents
- Under-educated
- Subtle discrimination
Attitudes Towards Women in Leadership Roles

- Often negative
- Often based on stereotypes
- These attitudes add stress and hinder progress
Tools For Solving Leadership Issues

- Vision
- Teamwork
- Communication
- Feedback
- Mentoring
Recommendations

◦ Remove barriers in all spheres.
◦ Stop the oppression.
◦ Respect women and their agendas
Recommendations

- Appoint more women into senior level leadership positions
- Use mentoring to exercise true leadership that empowers women
- Train, educate, and provide women with financial assistance
- Provide women easy access to technology and empower them (expand access to those with low incomes, not enough time to attend traditional classes and to those who prefer this modality)
Recommendations cont’d

- Women must be risk-takers
- Women must combine a higher education and experience
- Women must be visionaries and advance their mission
- Women must serve as motivators and role models
- Women must be innovative, creative, focused and systematic in achieving tasks
- Women must create space for alternative visions, educational equity and parity
- We must be strong and compassionate academic leaders in order to bridge the gender equality gap
Conclusion

By including women and applying the right values in governance, private and public domains, our actions would lead to opportunities and possibilities towards making the world a better place, not only for them, but for all human beings.
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