

Kansas State University Libraries

## New Prairie Press

---

Academic Chairpersons Conference  
Proceedings

35th Academic Chairpersons Conference,  
Orlando, FL

---

# Breaking through the Sexed Glass Ceiling: Women in Academic Leadership Positions

Sheila Smith McKoy

*Kennesaw State University*, [ssmithmc@kennesaw.edu](mailto:ssmithmc@kennesaw.edu)

Dawn Michelle Banauch

*Kennesaw State University*, [dbaunach@kennesaw.edu](mailto:dbaunach@kennesaw.edu)

Keisha Love

*University of Cincinnati*, [keisha.love@uc.edu](mailto:keisha.love@uc.edu)

Susan Kirkpatrick Smith

*Kennesaw State University*, [ssmith1@kennesaw.edu](mailto:ssmith1@kennesaw.edu)

*See next page for additional authors*

Follow this and additional works at: <https://newprairiepress.org/accp>



Part of the [Educational Leadership Commons](#), and the [Higher Education Administration Commons](#)



This work is licensed under a [Creative Commons Attribution-NonCommercial-No Derivative Works 3.0 License](#).

---

### Recommended Citation

Smith McKoy, S, Baunach, D., Love, K., and Smith, S., "Breaking through the Sexed Glass Ceiling: Women in Academic Leadership Positions"

This Event is brought to you for free and open access by the Conferences at New Prairie Press. It has been accepted for inclusion in Academic Chairpersons Conference Proceedings by an authorized administrator of New Prairie Press. For more information, please contact [cads@k-state.edu](mailto:cads@k-state.edu).

---

**Presenter Information**

Sheila Smith McKoy, Dawn Michelle Banauch, Keisha Love, and Susan Kirkpatrick Smith

1) Presentation Title: “Breaking through the Sexed Glass Ceiling: Women in Academic Leadership Positions”

2) Presenter Information-Primary Presenters

Dawn Michelle Baunach

Dawn Michelle Baunach is Professor of Sociology and Chair of the Department of Sociology and Criminal Justice at Kennesaw State University. She is a coeditor of *Sex Matters: The Sexuality and Society Reader* (W.W. Norton), with the fifth edition to be released in 2018. Dr. Baunach is currently the chair of the Sociology of Sexualities section of the American Sociological Association and the past chair of the Sexual Behavior, Politics, and Communities division of the Society for the Study of Social Problems. Her research focuses on sexual and gender inequalities, particularly same-sex marriage and employment disparities.

Susan Kirkpatrick Smith

Susan Kirkpatrick Smith is an Associate Professor of Anthropology and Chair of the Department of Geography and Anthropology at Kennesaw State University. She has overseen the growth in the department from 15 to 21 full time faculty and initiated a formal mentoring program of all new faculty in the department. Dr. Smith received her BA in Anthropology from The Florida State University and her MA and PhD in Anthropology from Indiana University.

Keisha Love

Keisha Love is Associate Provost for Faculty Development and Special Initiatives at the University of Cincinnati. In this role, she focuses on professional development training for department chairs, leads faculty recruitment and retention efforts, and manages the University's Cluster Hiring initiative. Before this appointment, she was Chair of the Department of Psychology at Kennesaw State University and served in a similar capacity in the Department of Educational, School, and Counseling Psychology at the University of Kentucky. A focus of her research centers on the experiences of women in the academy.

Sheila Smith McKoy

Sheila Smith McKoy is Professor and Chair of the Department of English at Kennesaw State University. She is editor of *The Elizabeth Keckley Reader: Writing Self, Writing Nation* (vol. 1, 2016) and *The Elizabeth Keckley Reader: Artistry, Culture and Commerce* (vol. 2, 2017) and author of *When Whites Riot: Writing Race and Violence in American and South African Cultures* (U of Wisconsin Press, 2001). She oversees the one of largest departments on her campus, comprised of over 79 full time faculty members; the department has benefitted from her twenty-two years of university expertise serving in roles focused on diversity, equity and inclusion. As a scholar, writer and filmmaker, Smith McKoy focuses on diversity and difference, mentoring women faculty, mental health and healing, and bioethics.

3) Disciplines: Educational Leadership; Higher Education Administration; Gender Equity and Inclusion; Faculty Mentorship

4) Presentation Theme: Best Practices to Address Gender Gap in Higher Education

5) Best Practices Presentation (45 minutes)

6) Abstract: Presenters and participants will discuss best practices in addressing issues of gender diversity, inclusion, and equity for women serving in leadership roles as academic chairpersons, deans, and assistant/associate provosts using case studies and relevant research.

7) Keywords: women, academic leadership, diversity, inclusion, mentoring

8) NonCommercial, No Derivatives

9) Presentation Documents:

In 2009, Patterson, Kirschke, Seaton and Hossfeld revisited the ongoing conversation about gender inequity and inequality in higher education. Their work entitled *Challenges for Women Department Chairs* (New Prairie Press, 2009) focused on the numerous gaps – salary, promotion, discrimination, harassment -- that define women's experiences in academic leadership. The emerging trends in academia still suggest that the work that they started in 2009 continues to be a vital concern for women in academic leadership positions. Very little research exists in relation to the intersectional conversations that need to occur when these gendered gaps are coupled with other aspects of difference including age, appearance, race, field and ethnicity. In spite of the lack of research focused on the intersections among aspects of difference as they relate to women in academic leadership, the lived experiences of women academic leaders is defined by both covert overt acts of gender-based and intersectional discrimination that is deeply entrenched in the academy.

As women rise in the ranks of academic leadership, it is critical for women in academic leadership positions to address this entrenchment by exposing the multiple axes of this bias and by incorporating real-world solutions to the problems that we face. As importantly, this entrenchment has been complicated by the ways in which the current political climate has impacted the work of the university in reference sexism, racism and the risk of campus carry initiatives. Women serving in leadership roles at the college level, provost level and as department chairs – arguably one of the most difficult positions in academia – must advocate for their own work as academic leaders while simultaneously continuing to expand their administrative and research profiles.

In this seminar, participants will have the opportunity to evaluate, discuss and respond to real-life scenarios focused on women in academic leadership. The panelists will frame the discussion by presenting an extensive literature review, relevant data and experience-driven solutions so that presenters will leave the panel with a heuristic through which to derive solutions for the issues that women leaders in academia face. Participants will have the opportunity to review case studies and derive real-world solutions to the problems that women leader face in academia.

---

Blackmore, J. (2014). "Wasting talent"? Gender and the problematics of academic disenchantment and disengagement with leadership." *Higher Education Research & Development* 33, 1, 86-99.

Blackmore, J. (2013). "A feminist critical perspective on educational leadership." *International Journal of Leadership in Education*, 16, 2, 139-154.

Brescoll, V.L. (2016). "Leading with their hearts? How gender stereotypes of emotion lead to biased evaluations of female leaders." *The Leadership Quarterly*, 27, 3, 415-428.

Cin, J.L., Lott, B., Rice, J.K., and Sanchez-Hucles, J. (eds). 2008. *Women and Leadership: Transforming Visions and Diverse Voices*. Malden, MA: Blackwell Publishing.

Collins, L., Chrisler, J., & Quina, K. (1998). *Career Strategies for Women in Academia: Arming Athena*. Thousand Oaks, CA: Sage Publications.

Dean, Diane R., Bracken, Susan J., and Allen, Jeanie K (eds.). (2009). *Women in Academic Leadership: Professional Strategies, Personal Choices*. Sterling, VA: Stylus Publishing.

Derks, B., V., C., and Ellemers, N. (2016). "The queen bee phenomenon: Why women leaders distance themselves from junior women." *The Leadership Quarterly*, 27, 3, 456-469.

Dunn, D., Gerlach, J.M., and Hyle, A.E.. (2014). "Gender and leadership: Reflections of women in higher education administration." *International Journal of Leadership and Change*, 2, 1, article 2.

Eggs, Heather (ed.). (2017). *The Changing Role of Women in Higher Education: Academic and Leadership Issues*. Oxford, UK: Springer International Publishing.

Hoyt, C.L., & Murphy, S.E. (2016). "Managing to clear the air: Stereotype threat, women, and leadership." *The Leadership Quarterly*, 27, 3, 387-399.

Kloot, L. (2004). "Women and leadership in universities: A case study of women academic managers." *International Journal of Public Sector Management* 17(6), 470-485.

Longman, K.A., & Madsen, S.R. (eds). (2014). *Women and Leadership in Higher Education*. Charlotte, NC: Information Age Publishing.

Love, K. (2017). Academic advancement and leadership. In Thompson, S. & Parry, P. *Coping with gender inequities: Critical conversation of women faculty*. Rowman & Littlefield, Lanham, Maryland.

Morley, L. (2014). "Lost leaders: Women in the global academy." *Higher Education Research & Development* 33(1), 114-128.

Morley, L. (2013). "The rules of the game: Women and the leaderist turn in higher education." *Gender and Education*, 25(1), 116-131.

L. Patterson, A. Kirschke, P. Seaton and L. Hossfeld. (2009). "Challenges for Women Department Chairs," *Academic Chairpersons Conference Proceedings*.  
<http://newprairiepress.org/accp/2016/Trends/2>.

Rosette, A., Koval, C., Ma, A., & Livingston, R. (2016). "Race matters for women leaders: Intersectional effects on agentic deficiencies and penalties." *The Leadership Quarterly*, 27(3) , 429-445.

Ryan, M.E., Haslam, S., Morgenroth, T., Rink, F., Stoker, J., & Peters, Kim. (2016). "Getting on top of the glass cliff: Reviewing a decade of evidence, explanations, and impact." *The Leadership Quarterly*, 27(3), 446-455.

Smith McKoy, Sheila "Surviving sisterhood in the academy." *College Language Association Journal*, 60 (1), 62-77.

Vial, A., Napier, J., and Brescoll, V. (2016). "A bed of thorns: Female leaders and the self-reinforcing cycle of illegitimacy." *The Leadership Quarterly* 27(3), 400-414.

|