



Book Series

## *Women and Leadership*

Series Editors

Susan R. Madsen, *Utah Valley University*; Karen A. Longman, *Azusa Pacific University*; Faith Wambura Ngunjiri, *Concordia College, MN*

In association with the [International Leadership Association](#)

*Women and Leadership: Research, Theory, and Practice* is a new series of books that will be published in upcoming years to inform and leadership scholars and practitioners. This publishing project represents a synergistic initiative involving the International Leadership Association, Information Age Publishing, and three leadership scholars (Drs. Faith Wambura Ngunjiri, Susan R. Madsen, and Karen A. Longman); the series emerged from the expanding work of ILA's Women and Leadership Affinity Group.

The overall series will be cross-disciplinary and will represent organizational/institutional, national, and international perspectives. Each volume will focus on a specific theme, with chapters related to relevant research, theory, and practice. Across the series, a goal is to enhance knowledge and application about the leadership experiences and leadership development of women in different sectors, geographic regions, and personal/professional contexts.

The intended audiences for volumes include: (1) leadership scholars, researchers, educators, and leadership development practitioners; and (2) future, emerging, and current leaders in various sectors. Volume editors and chapter authors will be committed to speaking clearly and confidently about the theory, research, and best practices in a voice that is understood by readers across a variety of settings. Research reported must be grounded in and consistent with the best and latest research.

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- Women and Leadership around the World
- Women as Global Leaders
- Women and Leadership in Higher Education

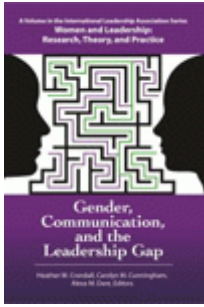
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## Gender, Communication, and the Leadership Gap

Carolyn M. Cunningham, Gonzaga University; Heather M. Crandall, Gonzaga University; Alexa M. Dare, University of Portland

2017. Paperback 9781681239941 \$45.99. Hardcover 9781681239958 \$85.99. eBook 9781681239965 \$65.

*Gender, Communication, and the Leadership Gap* is the sixth volume in the *Women and Leadership: Research, Theory, and Practice* series. This cross-disciplinary series, from the International Leadership Association, enhances leadership knowledge and improves leadership development of women around the world. The purpose of this volume is to highlight connections between the fields of communication and leadership to help address the problem of underrepresentation of women in leadership. Readers will profit from the accessible writing style as they encounter cutting-edge scholarship on gender and leadership. Chapters of note cover microaggressions, authentic leadership, courageous leadership, inclusive leadership, implicit bias, career barriers and levers, impression management, and the visual rhetoric of famous women leaders.

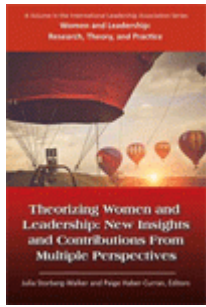
Because women in leadership positions occupy a contested landscape, one goal of this collection is to clarify the contradictory communication dynamics that occur in everyday interactions, in national and international contexts, and when leadership is digital. Another goal is to illuminate the complexities of leadership identity, intersectionality, and perceptions that become obstacles on the path to leadership.

The renowned thinkers and scholars in this volume hail from both Leadership and Communication disciplines. The book begins with Sally Helgesen and Brenda J. Allen. Helgesen, co-author of *The Female Vision: Women's Real Power at Work*, discusses the two-fold challenge women face as they struggle to articulate their visions. Her chapter offers six practices women can use to relieve this struggle. Allen, author of the groundbreaking book, *Difference Matters: Communicating Social Identity*, discusses the implications of how inclusive leadership matters to women and what it means to think about women as people who embody both dominant and non-dominant social identity categories. She then offers practical communication strategies and an intersectional ethic to the six signature traits of highly inclusive leaders.

Each chapter includes practical solutions from a communication and leadership perspective that all readers can employ to advance the work of equality. Some solutions will be of use in organizational contexts, such as leadership development and training initiatives, or tools to change organizational culture. Some solutions will be of use to individuals, such as how to identify and respond productively to micro-aggressions or how to be cautious rather than optimistic about practicing authentic leadership. The writing in this volume also reflects a range of styles, from in-depth scholarship that produces new knowledge to shorter forums that feature interesting ideas worth considering.

**CONTENTS:** Foreword, *Lisa Brown*. Introduction, *Carolyn M. Cunningham, Heather M. Crandall, and Alexa M. Dare*. **PART I: FOUNDATIONS: COMMUNICATION IN PRACTICE.** *Gender, Communication, and the Leadership Gap*, *Sally Helgesen*. *Women as Inclusive Leaders: Intersectionality Matters*, *Brenda J. Allen*. **PART II: ON THE GROUND: EVERYDAY COMMUNICATION.** *Narrowing the Leadership Gap: Communication Strategies to Combat Microaggressions*, *Kelly Lynch McKenzie and Tammy J. Halstead*. *Confronting Implicit and Benevolent Bias in Teams: Concepts and Communication Strategies for Women in Leadership*, *Steve Mortenson*. *Talking Power: Women's Experiences of Workplace Conversations*, *Anne Murphy*. *Embracing and Contesting Gender Roles: Communication Strategies of Women in Engineering Leadership Roles*, *Sarah E. Riforgiate and Emily M. Ruder*. *Gender, Authentic Leadership, and Communication*, *E. Anne Christo-Baker and Daniel Stuart Wilbur*. **PART III: AROUND THE GLOBE: CULTURE, COMMUNICATION, AND LEADERSHIP.** *The Efficacy of Strategies to Elevate Gender Equality in Leadership: Assessing the Netherlands' "Charter Talent to the Top" Initiative*, *Wilma Henderikse, Annemieke van Beek, and Babette Pouwels*. *The Leaky Leadership Pipeline in France: A Study of Career Levers and Barriers to Fostering Women's Leadership Development*, *Christine Naschberger, Camilla Quental, and Céline Legrand*. *Emergent Yet Constrained: Interrogating the Relationship Between Leadership, Gender, and Courage in Organizing for Peace*, *Stacey L. Connaughton and Jasmine R. Linabary*. *Transcending Self: An African Girl's Journey*, *Rosemary M. Muriungi*. **PART IV: INTERSECTIONS AND CONUNDRUMS.** *Intersectionality and Feminist Praxis: An Integrative Analysis of Diversity and Discourse in Women's Leadership*, *Diane A. Forbes*. *She Just Doesn't Seem Like a Leader: African American Women College Presidents and Rhetorical Leadership*, *Dorine L. Lawrence-Hughes*. *I Am Versus I Will Be a Great Leader: Using Critical Race Feminism to Explore Gender Differences Among College Students of Color*, *Annemarie Vaccaro and Melissa J. Camba-Kelsay*. *Mexican American Women Leaders: Filling a Gap in the Study of Gender, Communication, and Leadership*, *Yolanda Chávez Leyva and Patricia Dennis Witherspoon*. **PART V: IN THE ETHER: DIGITAL LEADERSHIP.** *Theorizing and Researching Gender and Digital Leadership in "Tech Cities,"* *Mariann Hardey*. *The Links of LinkedIn: Impression Management on Professional Social Media*, *Evelyn H. Thrasher*. *Leader or Lady?: The Visual Rhetoric of Hillary Clinton's*

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## Theorizing Women & Leadership New Insights & Contributions from Multiple Perspectives

Julia Storberg-Walker, George Washington University; Paige Haber-Curran, Texas State University

2017. Paperback 9781681236827 \$45.99. Hardcover 9781681236834 \$85.99. eBook 9781681236841 \$65.

*Theorizing Women and Leadership: New Insights and Contributions from Multiple Perspectives* is the fifth volume in the *Women and Leadership: Research, Theory, and Practice* series. This cross-disciplinary series, from the International Leadership Association, enhances leadership knowledge and improves leadership development of women around the world. The purpose of this volume is to provide a forum for women to theorize about women's leadership in multiple ways and in multiple contexts. Theorizing has been viewed as a gendered activity (Swedberg, 2014), and this series of chapters seeks to upend that imbalance. The chapters are written by women who represent multiple disciplines, cultures, races, and subject positions. The diversity extends into research paradigm and method, and the chapters combine to illuminate the multiple ways of knowing about and being a woman leader.

Twenty-first century leadership scholars acknowledge the importance of context, and many are considering post-heroic leadership models based on relationships rather than traits. This volume contributes to this discussion by offering a diverse array of perspectives and ways of knowing about leadership and leading. The purpose of the volume is to provide readers with not only interesting new ideas about women and leadership, but also to highlight the diverse epistemologies that can contribute to theorizing about women leaders. Some chapters represent typical social scientific practices and processes, while others represent newer knowledge forms and ways of knowing. The volume contributors adopt various epistemological positions, ranging from objective researcher to embedded co-participant. The chapters link their new findings to existing empirical or conceptual work and illustrate how the findings extend, amend, contradict, or confirm existing research. The diversity of the chapters is one of the volume's strengths because it illuminates the multiple ways that leadership theory for women can be advanced.

Typically, research based on a realist perspective is more valued in the academy. This perspective has indeed generated robust information about leadership in general and women's leadership in particular. However, readers of this volume are offered an opportunity to explore multiple ways of knowing, different ways of researching, and are invited to de-center researcher objectivity. The authors of the chapters offer conceptual and empirical findings, illuminate multiple and alternative research practices, and in the end suggest future directions for quantitative, qualitative, and mixed-methods research.

**CONTENTS:** Foreword, *Laura L. Bierema*. Theorizing Women's Leadership as Praxis: Creating New Knowledge for Social Change, *Julia Storberg-Walker and Paige Haber-Curran*. **PART I: NEW CONCEPTS AND THEORIES.** Impossible Selves: Image Strategies and Identity Threat in Professional Women's Career Transitions, *Herminia Ibarra and Jennifer L. Petriglieri*. Collaborative Theory Building on Women's Leadership: An Exercise Toward Responsible Leadership, *Valerie Stead, Carole Elliott, Belinda Blevins-Knabe, Emily Chan, Kathleen S. Grove, Maylon Hanold, and Amy E. Smith*. Constructing the Double Bind: The Discursive Framing of Gendered Images of Leadership in *The Chronicle of Higher Education*, *Susan V. Iverson, Elizabeth J. Allan, and Suzanne P. Gordon*. Revolution From Within: A Theory of Embodied Transformation of Roles for Girls and Women Through Leadership Blockbusters, *Carol Burbank*. Embracing Context in Leadership Theory: Lessons From Negotiation Research, *Mary M. Keegin, Alice F. Stuhlmacher, and Amber S. Cotton*. **PART II: NEW MODELS AND METHODS.** Multivocal Meaning Making: Using Collaborative Autoethnography to Advance Theory on Women and Leadership, *Faith Wambura Ngunjiri, Heewon Chang, and Kathy-Ann C. Hernandez*. Capacious Model of Leadership Identities Construction, *Chrys Egan, S. Lynn Shollen, Constance Campbell, Karen A. Longman, Kelly Fisher, Wendy Fox-Kirk, and Brionne G. Neilson*. Theorizing Women's Ways of Knowing and Leading for International Development Projects: The Adaptive Transformational System Leadership Model, *Randal Joy Thompson*. The Leadership Repertoire of Select Filipina Women in the Diaspora and Implications for Theorizing Leadership, *Maria Africa Beebe*. Theorizing Leadership Development for Marginalized Women Students: Threading Diverse Experiences Into a Recognized Leadership Identity Development Model, *Virginia Byrne, Crystal Diaz-Espinoza, and Jess Myers*. **PART III: NEW INSIGHTS AND IDEAS.** Social Justice Leadership: Theorizing the Relationship Between Leadership and Activism for Latina/Chicana Educators, *Marcia Venegas-Garcia*. Tracing the Developmental Precursors of Leadership During Childhood and Adolescence: A Collaborative Autoethnographic Study of Women's Leader Identity Development, *Marlene Janzen Le Ber, Judith Babcock LaValley, Lynne E. Devnew, Ann M. Berghout Austin, Chanda D. Elbert, Lorri L. Sulpizio,*

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## Gender, Media, and Organization Challenging Mis(s)Representations of Women Leaders and Managers

Carole Elliott, University of Roehampton; Valerie Stead, Lancaster University, UK; Sharon Mavin, University of Roehampton; Jannine Williams, University of Bradford, UK

2016. Paperback 9781681235325 \$45.99. Hardcover 9781681235332 \$85.99. eBook 9781681235349 \$65.

*Gender, Media, and Organization: Challenging Mis(s)Representations of Women Leaders and Managers* is the fourth volume in the *Women and Leadership: Research, Theory, and Practice* series. This cross-disciplinary series from the International Leadership Association draws from current research findings, development practices, pedagogy, and lived experience to deliver provocative thinking that enhances leadership knowledge and improves leadership development of women around the world. This volume addresses the lack of critical attention in leadership research to how women leaders and professionals are represented in the media. The volume acts as a companion piece to a Seminar Series, funded by the UK's Economic and Social Sciences Research Council (ESRC), to address this gap in the research. The lack of research interrogation of gendered media representations of women leaders and professionals is a surprising omission given the wealth of evidence from stakeholders outside academia revealing that women, and women leaders, continue to be underrepresented across all forms of media outlet. This volume contributes to social change, equality, and economic performance by raising consciousness about women's lack of representation in the media and challenges gendered mis(s)representations of women professionals and leaders in the media through the presentation of a range of empirical investigations and methodological approaches. The volume contributors use various theories and conceptualizations to problematize and analyze women's limited representation in the media, and the gendered representations of women professionals and leaders.

Together, the volume's 14 chapters reflect the beginning of a rich, diverse, emergent strand of academic research that interrogates relationships between the media in its multiple forms and women's leadership. Illuminating the positioning of women leaders and professionals as both complex and problematic, these chapters offer an important agenda for management and organization scholars. They attest to the need to describe and make visible women's mis(s)representations in the media while drawing attention to the importance of situating these mis(s) representations in the broader social, economic, historical, cultural, and political context as a means to gain insight into their development and evolution. As a rich and diverse site of research, examination of the media calls for a broad methodological repertoire. The chapters in this book draw from multiple sources and include, among others, the development of thematic analysis to illuminate stereotypes, the use of critical discourse analysis to understand professional women's experience, a rhetorical analysis of the covers of *Time* magazine, and an interrogation of the power dynamics manifested in the media's practice of nicknaming women leaders.

*Gender, Media, and Organization* is a first step in stimulating further research that poses critical questions concerning gendered and sexualized representations of women leaders in textual and visual forms, and considers the media's influence on gender equality and social justice. The chapters offer fruitful avenues for future research to continue the momentum of challenging gendered media representations of women leaders and professionals.

**CONTENTS:** Introduction, Carole Elliott, Valerie Stead, Sharon Mavin, and Jannine Williams. **PART I: WOMEN EXECUTIVES.** *Is She Really Into It? The Media as Misleading in its Portrayals of Female Executives' Work-Family (Im)Balance*, Maura J. Mills, Leanne M. Tortez, and Maria E. Gallego-Pace. *Who's That Girl? The (Mis)Representation of Female Corporate Leaders in Time*, Sandra L. French and Lisa Baker Webster. *A Fairytale Career: Media Representations of Australia's First Female Banking CEO*, Helena Liu. *Pulling a Chair Up to the Table: A Critical Analysis of the "Lean In" Self-Help Movement and Its Implications for Individual Women and Women's Equality at Work*, Judith A. Clair and Caela McCann. *"There's Never Been a Better Time to Be a Woman": The Discursive Effects of Women on Boards' Research Reports*, Scarlett E. Brown and Elisabeth K. Kelan. **PART II: WOMEN PROFESSIONALS AND LEADERS.** *Dress and the Female Professional: A Case Study of Working Woman*, Ann Rippin, Harriet Shortt, and Samantha Warren. *In the Name of the Other: Nicknaming and Gendered Misrepresentation/s of Women Leaders*, Alison Pullen and Lucy Taksa. *Caveman*



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## Women and Leadership around the World

Susan R. Madsen, Utah Valley University; Faith Wambura Ngunjiri, Concordia College, MN; Karen A. Longman, Azusa Pacific University; Cynthia Cherrey, International Leadership Association

2015. Paperback 978-1-68123-149-5 \$45.99. Hardcover 978-1-68123-150-1 \$85.99. eBook 978-1-68123-151-8 \$65.

Women and Leadership around the World is the third volume in a new series of books (Women and Leadership: Research, Theory, and Practice) that will now be published to inform leadership scholars and practitioners. The purpose of this volume is to explore areas of women’s leadership in four regions around the world: the Middle East, Europe, North America, and Asia Pacific. Hence, we have included 14 chapters that cover a wide range of important topics relevant to women and leadership within specific contexts around the world. Our goal for this volume is to provide readers with explorations of women’s experiences as leaders, including recent research studies, analysis and interpretation of statistics unpacking the status of women in various sectors and countries, stories of influential women leaders with national or local spheres of influence, and including recommendations for positive change to increase women’s access to positions of authority. The volume contributors use various theories and conceptualizations to problematize, historicize, and analyze women’s limited access to power, and their agency as leaders from the grassroots to the national scene, from education to non-profits and business organizations.

Overall, the book contributes interpretations of the status of women in various countries, presenting the stories behind the numbers and statistics and uncovering not only challenges but also opportunities for resiliency and effectiveness as leaders. The authors offer recommendations for change that cross national boundaries, such as structural changes in organizations that would open the door for more women to access positions of authority and be effective as leaders. It is rare to find a book with such a diverse array of topics and countries, making this a timely contribution to the literature on women and leadership. The authors remind us to continue to expand the literature base on women and leadership, drawing from both qualitative and quantitative studies as well as conceptual explorations of women as leaders in different countries, regions, indigenous communities, and across different sectors. The more we know, the better informed will be our efforts to create appropriate leadership development activities and experiences for emerging women leaders and girls around the world. This book contributes significantly to that very effort.

**CONTENTS:** Foreword, *Alice H. Eagly*. Introduction, *Susan R. Madsen, Karen A. Longman, and Faith Wambura Ngunjiri*. **PART I: MIDDLE EAST.** Dying to Lead: Women Leaders in Afghanistan During the 2012–2014 Transition and Beyond, *Randal Joy Thompson*. Female Leadership for Peace and Human Security: Case Study of Israel/Palestine, *Lisa A. Berkley and Ashley Lackovich-Van Gorp*. Business Women Associations in the United Arab Emirates: Influence of the Network and Networking, *Linzi J. Kemp*. **PART II: EUROPE.** Disappearing Dissidents: Female Leaders and Politics in Post-Communist Czech Republic, *Petra Hejnova*. Women’s Leadership in Finland: The Meaning of Motherhood as Related to Leadership for Women Managers, *Anna-Maija Lämsä and Arja Piilola*. Danica Purg: The Leadership Development Journey of One of Slovenia’s Most Influential women, *Susan R. Madsen, Michelle O. Taylor, and D. Candice Backus*. Women Leaders in the United Kingdom, Their Careers, and the Organizational Culture, *Viki Holton*. **PART III: NORTH AMERICA.** Beyond Pipelines and Talent Pools: A Comparative Analysis of Women in Senior Leadership Positions Across and Between Sectors in Canada, *Wendy Cukier, Samantha Jackson, Krysten Connely, Erin Roach, and Suzanne Gagnon*. Black American Women’s Political Experiences: Leadership Lessons for Women Globally, *Dionne M. Rosser-Mims*. Women as Community Leaders: A Portrait of Authentic, Collaborative, and Transformational Leadership, *Faith Wambura Ngunjiri*. **PART IV: ASIA PACIFIC.** New Zealand Women in Leadership: Opportunities and Challenges, *Jane Simmonds and Sarah Leberman*. Changing Faces Women’s Leadership Seminar: A Model for Increasing Asia-Pacific Women’s Entrepreneurial Participation, *Liz A. Dorn and Ann Hartman*. The Participation of Women as Leaders in South and Southeast Asia: A Comparative Analysis in India, Malaysia, and Philippines, *Aileen G. Zaballero, Ashwini Esther Joshua-Gojer, Zakiya O. Alsadah, and Leslie G. Scamacca*. Wahine Toa Women Warriors: Māori Women Leaders in the Film and Screen Industry, *Rachel*

Wolfgang and Ella Henry. About the Contributors.



## Women as Global Leaders

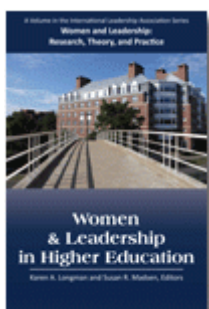
Faith Wambura Ngunjiri, Concordia College, MN; Susan R. Madsen, Utah Valley University

2015. Paperback 9781623969646 \$45.99. Hardcover 9781623969653 \$85.99. eBook 9781623969660 \$65.

Women as Global Leaders is the second volume in the new Women and Leadership: Research, Theory, and Practice book series published for the International Leadership Association by IAP. Global leadership is an emerging area of research, with only a small but growing published literature base. More specifically, the topic of women's advances and adventures in leading within the global context is barely covered in the existing leadership literature. Although few women are serving in global leadership roles in corporate and non-profit arenas, and as heads of nations, that number is growing (e.g., Indra Nooyi at PepsiCo, Sheryl Sandberg at Facebook, Marissa Mayer at Yahoo, Ellen Johnson Sirleaf as president of Liberia, Angela Merkel as chancellor of Germany).

The purpose of this volume is to provide the reader with current conceptualizations and theory related to women as global leaders, recent empirical investigations of the phenomenon, analysis of effective global leadership development programs, and portraits of women who lead, or have led, in a global role. The volume is divided into four sections. The first section covers the state of women as global leaders, containing chapters by Joyce Osland and Nancy Adler, pioneers in the field of global and/or women's leadership. The second section describes approaches to women's global leadership. The third section offers an analysis of programs that are useful in developing women as global leaders, with the final section profiling women as global leaders, including Margaret Thatcher, Nobel Laureate Malala Yousafzai, and Golda Meir. As Barbara Kellerman noted in the Foreword, "this book... should be understood as a collection whose time has come, precisely because women now have opportunities to lead that are far more expansive than they were even in the recent past. Though their numbers remain low, they are able in some cases to exercise leadership not only as outsiders, but also as insiders, from the very positions of power and authority to which men forever have had access."

**CONTENTS:** Foreword, *Barbara Kellerman*. Introduction, *Faith Wambura Ngunjiri and Susan R. Madsen*. **PART I: THE STATE OF WOMEN AS GLOBAL LEADERS.** Introducing Global Leadership: Laying the Groundwork for Women as Global Leaders, *Joyce S. Osland*. Women Leaders: Shaping History in the 21st Century, *Nancy J. Adler*. **PART II: WOMEN'S GLOBAL LEADERSHIP APPROACHES.** Women and Global Leadership: Three Theoretical Perspectives, *Roya Ayman and Karen Korabik*. Multiple Intelligences of Effective Women Global Leaders: Emotional, Social, and Cultural Competencies, *Julie Breithaupt*. Women Leading Through the Lens of Cultural Intelligence, *Joanne Barnes*. Becoming More Themselves: How Can Global Organizations Promote Women's Authentic Leadership, *Sarah E. Saint-Michel and Valerie Claire Petit*. Global Women Leaders: A Leadership Cartography as a Proposed Approach, *Karin Klenke*. **PART III: DEVELOPING WOMEN AS GLOBAL LEADERS.** Advancing Women's Executive Development: Effective Practices for the Design and Delivery of Global Women's Leadership Programs, *Mary Ellen Kassotakis and Julnar B. Rizk*. A Master's Degree in Global Leadership: A Story of Development, *Wendy E. Rowe, Cheryl Heykoop, and Catherine Etmanski*. Women's Leadership Learning Through Global Study in Central and South America, *Paige Haber-Curran and Kaitlin Hartley*. **PART IV: STORIES OF WOMEN AS GLOBAL LEADERS.** What Films Reveal About Women as Global Leaders, *Margie A. Nicholson*. Malala Yousafzai: The Power and Paradox of Global Celebrity, *Carol Burbank*. Beyond the Appendage Syndrome: The Life and Meaning of Golda Meir, *Norman W. Provizer*. What Kind of Leader was Mrs. Thatcher? *Stephanie Jones*. About the Authors.



## Women and Leadership in Higher Education

Karen A. Longman, Azusa Pacific University; Susan R. Madsen, Utah Valley University

2014. Paperback 9781623968199 \$35.29. Hardcover 9781623968205 \$65.99. eBook 9781623968212 \$65.

Women and Leadership in Higher Education is the first volume in a new series of books (Women and Leadership: Research, Theory, and Practice) that will be published in upcoming years to inform leadership scholars and practitioners. This book links theory, research, and practice of women's leadership in various higher education contexts and offers suggestions for future leadership development strategies. This volume focuses on the field of higher education, particularly within the context of the United States—a sector that serves a majority of students at all degree levels who are women, yet lacks parity by women in senior leadership roles.

The book's fifteen chapters present both hard facts regarding the current demographic realities within higher education and fresh thinking about how progress can and must be made in order for U.S. higher education to benefit from the perspectives of women at the senior leadership table. The book's opening section provides data and analysis in addressing "The State of Women and Leadership in Higher Education"; the second section offers descriptions of three effective models for women's leadership development at the national and institutional levels; the third section draws from recent research to present "Women's Experiences and Contributions in Higher Education Leadership." The book concludes with five shorter chapters written by current and former college and university presidents who offer "Lessons from the Trenches" for the benefit of those who follow. In short, the thesis of the book is that our world is changing; higher education collectively, as well as institutions of all types, must change. Bringing more women into leadership is critical to the goal of moving our society and world forward in healthier ways.

**CONTENTS:** Foreword, *Warren Bennis*. Introduction, *Karen A. Longman & Susan R. Madsen*. **PART I: THE STATE OF WOMEN AND LEADERSHIP IN HIGHER EDUCATION.** Benchmarking Women's Leadership in Academia and Beyond, *Lynn M. Gangone & Tiffani Lennon*. Women at the Top: The Pipeline Reconsidered, *Barbara Kellerman & Deborah L. Rhode*. Leadership Out Front and Behind the Scenes: Young Women's Ambitions for Leadership Today, *Nannerl O. Keohane*. **PART II: STRATEGIES FOR WOMEN'S LEADERSHIP DEVELOPMENT.** American Council on Education's IDEALS for Women Leaders: Identify, Develop, Encourage, Advance, Link, and Support, *Leah Witcher Jackson Teague & Kim Bobby*. HERS at 50: Curriculum and Connections for Empowering the Next Generation of Women Leaders in Higher Education, *Judith White*. Developing Women's Leadership: An Innovative and Unique Approach to Raising Leadership Capacity, *Lorri Sulpizio*. **PART III: WOMEN'S EXPERIENCES AND CONTRIBUTIONS IN HIGHER EDUCATION LEADERSHIP.** Women's Contributions to Leadership and the Road Ahead, *Adrianna Kezar*. Approaches of Women Leaders in Higher Education: Navigating Adversity, Barriers, and Obstacles, *Amy Diehl*. Women Leaders, Authenticity, and Higher Education: Convictions and Contradictions, *Rita Gardiner*. Madame President: Gender's Impact in the Presidential Suite, *Mary L. Bucklin*. **PART IV: LESSONS FROM THE TRENCHES: PERSPECTIVES FROM FEMALE PRESIDENTS.** Leadership Legitimacy, Managed Authenticity, and Emotional Stability: Keys to a Successful Presidency, *Rita Bornstein*. Docs, Jocks, and Other Wildlife: The Challenges and Potential for Women Leaders in the 21st Century Public Research University, *Ann Hart*. Twenty-First Century Presidents Must Work With Multiple Stakeholders and Be Agents of Change, *Sherry Penney*. No Te Dejes: Giving Voice to Issues That Choose You, *Juliet Garcia*. Grounded, *Karen Holbrook*.



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