

ADVANCING THEORIES OF WOMEN AND LEADERSHIP

ACADEMIC COLLOQUIUM

May 18 (6:00 p.m.) – May 20, 2014 (1:00 p.m.)
Utah Valley University
Orem, Utah, U.S.A.

Need and Purpose

Although there are many leadership frameworks, models, and theories, the majority of them were developed by men and are based on male-normed assumptions (Jogulu & Wood, 2006). There is clearly a gap in the literature in terms of individual and organizational leadership theories that focus on women. Thus, we are not able to answer important leadership questions confidently, and yet the demand for insights about women and leadership continues to increase. To help address this gap, three organizers will host a two-day colloquium for research scholars. The colloquium will be designed to catalyze the refinement and/or creation of scholarly theories, generate focused and sustained research agendas, and advance the next generation of research related to women's leadership and leadership development for girls and women. These goals will be met by stimulating rigorous and sustained scholarly research, mobilizing new and established scholars toward theory development, and connecting scholars from different institutions and disciplines. Participants are sought who are serious about creating new knowledge through research, disseminating research findings, and implementing research-based programs, workshops, and other leadership development initiatives.

Participants and Selection

Participants: The colloquium will be limited to 40 individuals who are committed to an assertive and sustained research and publishing agenda on women and leadership. Participants will most likely fall in one of three categories:

- Established women and leadership scholars, researchers, and theorists;
- Established scholars, researchers, and theorists in an area related or relevant to the women and leadership domain; and
- New scholars (e.g., assistant professors, doctoral students) who know existing literature well and plan to engage assertively in women and leadership research and/or theory-building research in upcoming years.

Selection—Invitations and Self-Nominations: The selection process includes both targeted invitations as well as an open call for self-nominations. Invitations will be distributed to recognized scholars who have published widely, and a call for self-nominations will also be distributed through various channels. Organizers anticipate that at least half of the participants will be from the self-nominating group.

Self-Nomination Process: If you are interested in attending, please submit a single-spaced 1-2 page proposal by November 15, 2013; notifications will be sent by November 30, 2013. Include the following elements:

1. Personal information: name, position, institution, and contact information
2. Statement of interest: describe your interest in participating and how the colloquium aligns with your short-and longer-term research goals (300-500 words)
3. Working team preference: list your top two topic choices (see four perspectives on next page)
4. Curriculum vita

Design and Outcomes

Design: This will be a working colloquium, with the collaborative work expected to go back and forth between large group interactions and smaller working groups before, during, and after the event. Collectively, participants will look at women and leadership through one of four different perspectives in order to more fully understand and/or explain various components of women and leadership theory. Teams will be created at least three months prior to the colloquium, allowing some preparatory work to be done. Organizers will also provide a set of articles on theory-building and overall women and leadership theory reviews to inform the overall conversations.

Four Perspectives/Working Teams:

- *Identity Theory:* These theories focus on the construction and internalization of a leader identity and suggest that identity creation is central to the process of becoming a leader. “Internalizing a leader identity entails a set of relational and social processes through which one comes to see oneself, and is seen by others, as a leader” (Ely, Ibarra, & Kolb, 2011, p. 476). Identity theory offers one way to understand the contextual constraints and affordances that define the development and enactment of leadership. Continued research and specific leadership identity theory for women is needed to move the conversation forward.
- *Leadership Purpose and/or Calling:* Another framework for understanding leadership focuses on purpose and values. “A leader’s identity is tied to his or her sense of purpose. Leaders are most effective when they pursue purposes that are aligned with their personal values and oriented toward advancing the collective good...a central part of...being seen as a leader is developing an elevated sense of purpose and conveying that sense to others” (Ely et al., 2011, p. 476). Understanding women’s purposes and sense of calling, and how to strengthen that, is important in developing and advancing women leaders.
- *Second-Generation Gender Bias:* This perspective adopts a critical stance to focus on the hidden structural and cultural barriers to women as leaders. Moving beyond the explanation that the inequality is a result of intentional actions, this perspective focused on the “second-generations forms of gender bias, the powerful yet often invisible barriers to women’s advancement that arise from cultural beliefs about gender, as well as workplace structures, practices, and patterns of interaction that inadvertently favor men” (Ely et al., 2011, p. 475).
- *To be Determined:* This last team will be formed after all participants have confirmed attendance and submitted information about their interests and goals.

Outcomes: Depending on what the individual teams chose as their goal, proximal outcomes may include one or more of the following: a clearer understanding of the literature gap, the beginning of new collaborative and sustained research agendas, components of a possible theory with commitment to move forward on theory-building research, and/or a set of hypotheses, logical statements, or one or several logic models. There is a possibility that, during the event, teams may decide to create an integrated theory with all categories listed above. The goal of the colloquium is to provide a framework and some facilitation, but participants will be the catalyst to have their work and plans emerge throughout this collaborative process. More distal outcomes include the publication of a book titled “Advancing Theories of Women and Leadership” with chapters from colloquium participants and/or teams.

Registration and Accommodations

Sponsors have agreed to cover the general colloquium costs and all meals from dinner on May 18 through lunch on May 20, 2014. Participants will need to cover the remainder of the expenses (e.g., transportation, lodging). This forum will be held on the campus of Utah Valley University, and recommended lodging is nearby (0.2 miles) in the Hampton Inn & Suites (Orem, Utah).

Organizers

Susan R. Madsen, *Orin R. Woodbury Professor of Leadership and Ethics*, Utah Valley University (madsensu@uvu.edu; 801-863-6176)

Ann Austin, *Director of the Center for Women and Gender*, Utah State University (ann.austin@usu.edu; 435-797-1527)

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Sponsors



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