

# ***The Rise & Shine of the Female SIO***



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***Eastern Illinois University***



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- Major Themes to be Explored
- Theoretical Background about Women in Leadership Positions
- Women who have helped pave the way for female SIOs



**Tanith Fowler Corsi, M.A**  
**Assistant Vice President for Global Education**  
**Catholic University of America**

- Female SIO Challenges & Headway
- Female SIO Mentoring Dynamics
- Female SIO Leadership Styles



# Female SIO Challenges

Women in senior leadership positions can experience a variety of challenges.

- **The position itself.** Oftentimes it is a newly created position
- **Title and scope** of the position (varies between institutions)
- **Lines of reporting** (varies between institutions)
- **Recognition** from fellow senior administrators on campus
- **Lack of a professional network** of women in leadership positions
- Difficulty in striking **life/work balance**
- **Educational credentials** can override professional experience
- **Earning less** than colleagues in senior administration positions

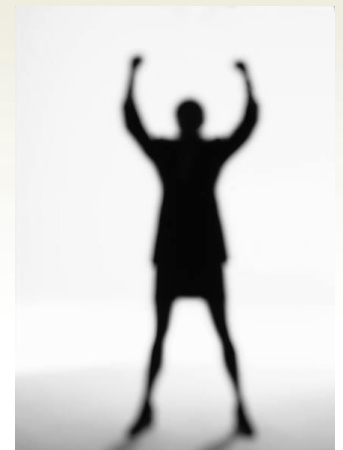




# Female SIO Headway

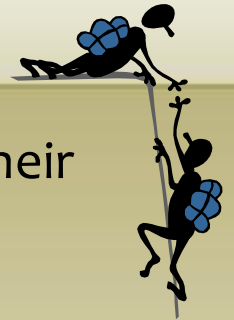
Despite existing challenges, women in leadership positions in international education can make great headway in their position.

- Being **considered** for leadership position
- Considered for **professional & personal background**
- **Blazing a brand new trail** for the institution
- **Helping to internationalize** the institution as a whole
- **Fostering collaboration** between institutional units
- **Increasing** funding for international education
- **Growing beyond** faculty or mid-level administrative positions





# Female SIO Mentoring Dynamics



Women in leadership positions bring various mentoring styles to their position.

- **Accommodating needs** of colleagues new to the field
- **Sharing professional experience** with younger/newer colleagues
- Making time for **informational interviews** and **professional references**
- Learning to work with **Millennials** and learning **new technologies**

Women in leadership positions also seek mentoring for themselves.

- **Working with other SIOs** at institutions of similar size/structures
- Opportunity to tap into a **female SIO network** for sharing of info & ideas
- **Opportunity to collaborate** on joint projects with fellow SIOs
- **Opportunity to learn** from seasoned SIOs



# Female SIO Leadership Styles

Women in leadership positions bring a variety of management styles to their position and institution.

- **DEMOCRATIC** (listening to various ideas and voices)
- **TEAMWORK** (motivate staff to pool their knowledge)
- **TRANSFORMATIVE** (working with staff to affect change)
- **GRASSROOTS** (working from bottom up approach)
- **CONSENSUS-BUILDING** (uniting staff towards common goal)
- **PERMISSIVE** (involving staff in decision-making)
- **DIRECTING** (setting direct standards and expectations)
- **COACHING** (setting staff long-term career goals and strategies)
- **SHARING** (sharing of information for wider knowledge and understanding)
- **WORKING** (sharing in the daily work of staff to stay in touch with issues)





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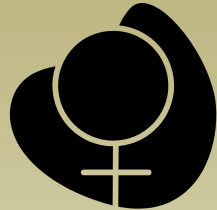
- Men & Women in International Education
- Related Surveys
- Female Leadership Lessons
- Key Resources





# International Education : Men & Women

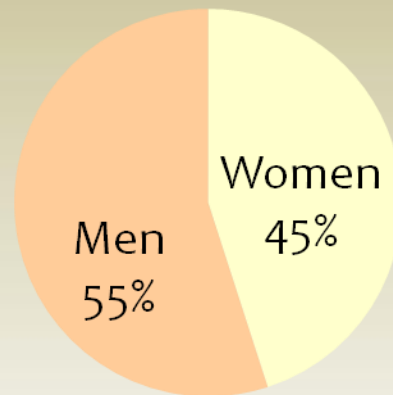
- Linda Tarr-Whelan, author of Women Lead the Way, spoke at the Forum EA 2010 conference on the importance of women's advancement to communities, companies, nations, and the world.
- She spoke of leadership differences between men & women, and I became curious about our field.
- Created a survey (April 2010) and polled Secuss-L & AIEA listservs . There were 227 responses .
  - 53.1% Public/Non Profit
  - 33.6% Private/Non Profit
  - 13.3% Private/For Profit
- Findings posted on Facultyled.com in two parts





# Some Findings from the Survey

- SIOs – confirmed suspicions with more men at the top

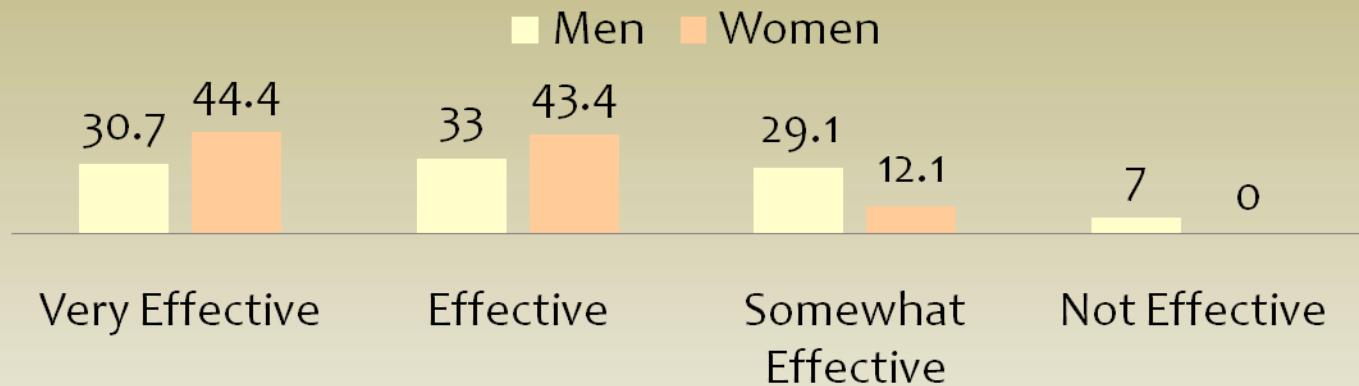


- Highest Degree among SIOs
  - Doctoral or terminal degree – more men
  - Master's degree – more women

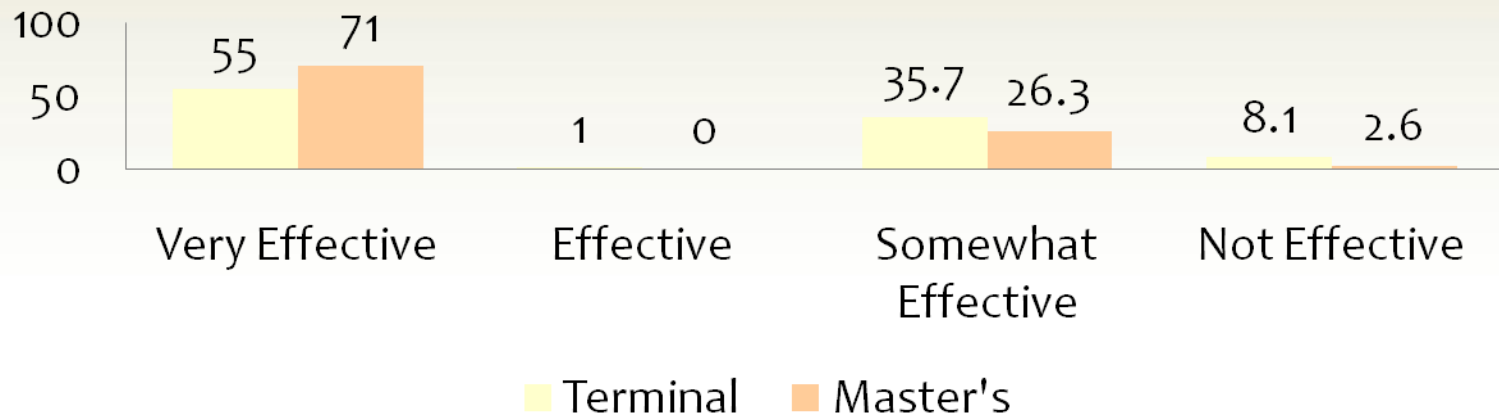


# Leadership Effectiveness (survey)

## ■ Respondents' Perceived Leadership Effectiveness



## ■ Highest Degree & Leadership Effectiveness Combined





# Descriptor Comparison (survey)

Women	Men
Decisions made w/o consultation	Decisions are made by him
Integrated study abroad with curriculum and teaching	Demands high quality academics
Brought about major changes that greatly increased the overall quality of the program	Brought a new dimension of strategic thinking and global commitment
Engaged leaders	Showed positive leadership
Mentor	Role Model
Gained respect and trust	Builds Reputation
Brave enough to deal with difficult personalities	????

Words like *grow, foster, encourage, support* were used more to describe women.



# “Very Effective” Descriptors (survey)

- Contributes to the field
- Creates positive working environment
- Creative
- Empathetic
- Encourages People
- Engaged Leaders
- Focuses on Quality
- Forward Thinking
- Global Commitment
- Hard-working
- Honest
- Knowledgeable
- New Ideas & Approaches
- Open to feedback
- Organization
- Role model
- Shapes the culture
- Strategic thinking
- Supportive of staff-faculty
- Team Concept-Player
- Visionary



# Leadership Lessons from Women

- “Being powerful is like being a lady. If you have to tell people you are, you aren’t.” ~ Margaret Thatcher
- “A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.”  
~ Rosalynn Carter
- “Be a first rate version of yourself, not a second rate version of someone else.” ~ Judy Garland (at one time the highest paid performer in the US)
- “Do not wait for leaders; do it alone, person to person. Be faithful in small things because it is in them that your strength lies.” ~ Mother Teresa
- “In the networking world, it's not who you know, it's who knows you.”  
~ Robyn Henderson
- “Worry does not empty tomorrow of its sorrow; it empties today of its strength.” ~ Corrie Ten Boom



# Key Points from Key Resources

- Women Lead the Way by Linda Tarr-Whelan
  - Facts & figures
  - The 30% Solution
  
- How Remarkable Women Lead: The Breakthrough Model for Work and Life  
by Joanna Barsh, Susie Cranston, and Geoffrey Lewis
  - Optimism
  - Centered Leadership (not a style, a set of practices)
    - Self meaning
    - Framing
    - Connecting
    - Engaging
    - Energy



# Questions To Consider



- What **type of leader** are you?
- What **type of mentorship** do you need?
- What **challenges** do you experience in your position?
- What **headway** have you made in your position?
- What would you like to see happen for **female SIOs**?