GENDER IN LEADERSHIP
LEADERSHIP 359-01/ PSYCHOLOGY 449/WGSS 379- FALL 2009

INSTRUCTOR: Dr. Crystal Hoyt
EMAIL: choyt@richmond.edu
PHONE: 804-287-6825
OFFICE HOURS: Wed. 11AM-12:30 PM & by appt.
OFFICE LOCATION: Jepson 132

COURSE TIME AND LOCATION: Tuesday, Thursday 9-10:15am, Jepson Hall 107

COURSE WEBSITE: http://blackboard.richmond.edu

READINGS:
The readings for this course largely consist of empirical psychological articles. In addition, two books are assigned for this course. The readings may change slightly and other readings may be assigned during the semester. The assigned readings provide the background and context for classroom lecture and discussion, therefore, you should read the readings before the class period during which they are discussed.


DESCRIPTION AND GOALS OF THE COURSE:
Elite-level leaders in business and government make significant and far-reaching decisions influencing many facets of society, however, relatively few of these powerful positions are held by women. In this course, we will explore gender in leadership by focusing on scientific research in psychology that illuminates the difficulties women experience in attaining and being seen as effective in top leadership positions. We will start by examining the lack of parity between the sexes in leadership and in the remainder of the course we will study the leadership labyrinth, or obstacles to women's progress. First, we will review research on gender and leadership styles, traits, and effectiveness and then we will consider how both domestic responsibilities and current organizational cultures differentially impact women and men on their journey to top leadership positions. We then turn to our largest unit that examines how stereotypes, prejudice, and discrimination contribute to women's under-representation in elite leadership roles by both impacting perceptions of and responses to women as well as impacting the experiences of women themselves. Finally, we conclude by examining strategies for promoting parity in top level leadership.

COURSE REQUIREMENTS

Your grade in the course will be determined by performance on the following course requirements:

1. WRITTEN ASSIGNMENTS: You will be required to write two papers this semester. The first paper is due October 9th. The second paper, an empirical research proposal, is due on the last day of class. Details for each assignment will be provided in the course.

2. EXAMINATIONS: There will be two exams in this course, one midterm and one cumulative final. The exams will cover information from both in-class discussions and reading assignments.

3. GROUP RESEARCH PROPOSALS: Groups of students will undertake a group research proposal project. Students will present their final proposal (see activities below) and will submit individual final reports at the end of the semester.
4. **ACTIVITIES:** There will be sundry small activities throughout the semester such as attending talks and/or films shown outside of class time, leading class discussions, end of the course presentations, and a class research project.

5. **CLASS PARTICIPATION:** This course is predicated on the active participation of all members. You are expected to attend all classes, arrive on time, and fully engage in discussions and activities. The emphasis is on quality of class participation rather than quantity. Each unexcused absence will penalize your final grade. The class discussions and activities are highly dependent upon the assigned reading for the day. You must come to class fully prepared to discuss the assigned readings. Inadequate class participation will lower your course grade.

**Makeup Exams and Paper Extension Policy:** Only under extraordinary circumstances will a make-up exam be administered or will a late paper be accepted. When these extraordinary circumstances arise, a letter from the Dean is required. A paper turned in late without an acceptable excuse will be docked 10 percentage points for each day it is late. Makeup exams may take an alternative form to that taken by the rest of the class.

**Elements of Your Grade:**
Grades in this course will be based on your performance on the course requirements listed above. Good performance on each assignment and exam is important to your overall success in this course.

**Final grades** in the course will be based on the percentage of total points that you earn, according to the following cutoffs:

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<th>Percentages for final grades:</th>
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<tbody>
<tr>
<td>A</td>
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<td>B</td>
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<td>C</td>
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<td>D</td>
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<td>F</td>
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<td>Utter humiliation</td>
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*Plus and minus grades are not shown but will be used*

**Honor Code:** Every piece or written work presented by individual students must have the honor pledge with the student’s signature on it. The pledge is: “I pledge that I have neither given nor received unauthorized assistance during the completion of this work.”

**Students with Disabilities:** If you have a verified disability and would like to discuss special academic accommodations, please contact me during the first week of class to arrange reasonable and appropriate accommodations.
Class Schedule and Reading Assignments

Week 1
Aug. 25, 27
- Exploring the Gender Gap and the Leadership Labyrinth
  - Eagly & Carli Chpts. 1 & 2

Week 2
Sept. 1, 3
- An examination of leadership traits, styles, and effectiveness
  - Eagly & Carli Chpts. 3 & 8

Week 3
Gender, leadership, and the private and public spheres

Monday Sept 7
- Film on Norma Rae, 7:30pm. Required Event.

Sept. 8, 10
- Eagly & Carli Chpts. 4 & 9

Week 4
Introducing Prejudice, Discrimination and Stereotyping

Sept. 15, 17

Week 5
Gender stereotypes and sexism

Sept. 22, 24

Week 6
Prejudice against and resistance to female leaders

Sept. 29, Oct 1
- Eagly & Carli Chpts. 5, 6, & 7
### Week 7
**Oct. 6, 8**

**Judging people: Attributions and shifting standards (Paper due)**

### Week 8
**Oct. 13, 15**

**FALL BREAK!! and Perceiving and coping with discrimination**

### Week 9
**Oct. 20, 22**

**Midterm Exam Tuesday; Gender and Negotiation**

**Fri. Oct. 23**

**Forum talk: Irene Zubaida Khan, Noon, Modlin Center, Required**

### Week 10
**Oct. 27, 29**

**Responding to stereotypes: Prophecies, threat, and reactance**

### Week 11
**Nov. 3, 5**

**Closing the Leadership Gap: Role Models and Affirmative Action**
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<tr>
<th>Week 12</th>
<th>No Class Tuesday; Taking on the Big Boys Thursday</th>
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<th>Week 13</th>
<th>Taking on the Big Boys</th>
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<td>Mon Nov 16</td>
<td>Forum talk: Dr. Dambisa Moyo, 7:30pm Modlin Center, Required event.</td>
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<th>Week 14</th>
<th>Navigating the labyrinth and what the future for female leaders HAPPY THANKSGIVING!!</th>
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<td>Nov. 24, 26</td>
<td>● Eagly &amp; Carli Chpts 10 and 11</td>
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<th>Week 15</th>
<th>Presentations and Course Wrap-up</th>
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**TAKE HOME FINAL EXAM DUE BY TUESDAY, DEC 15.**