

Women and Work at William & Mary

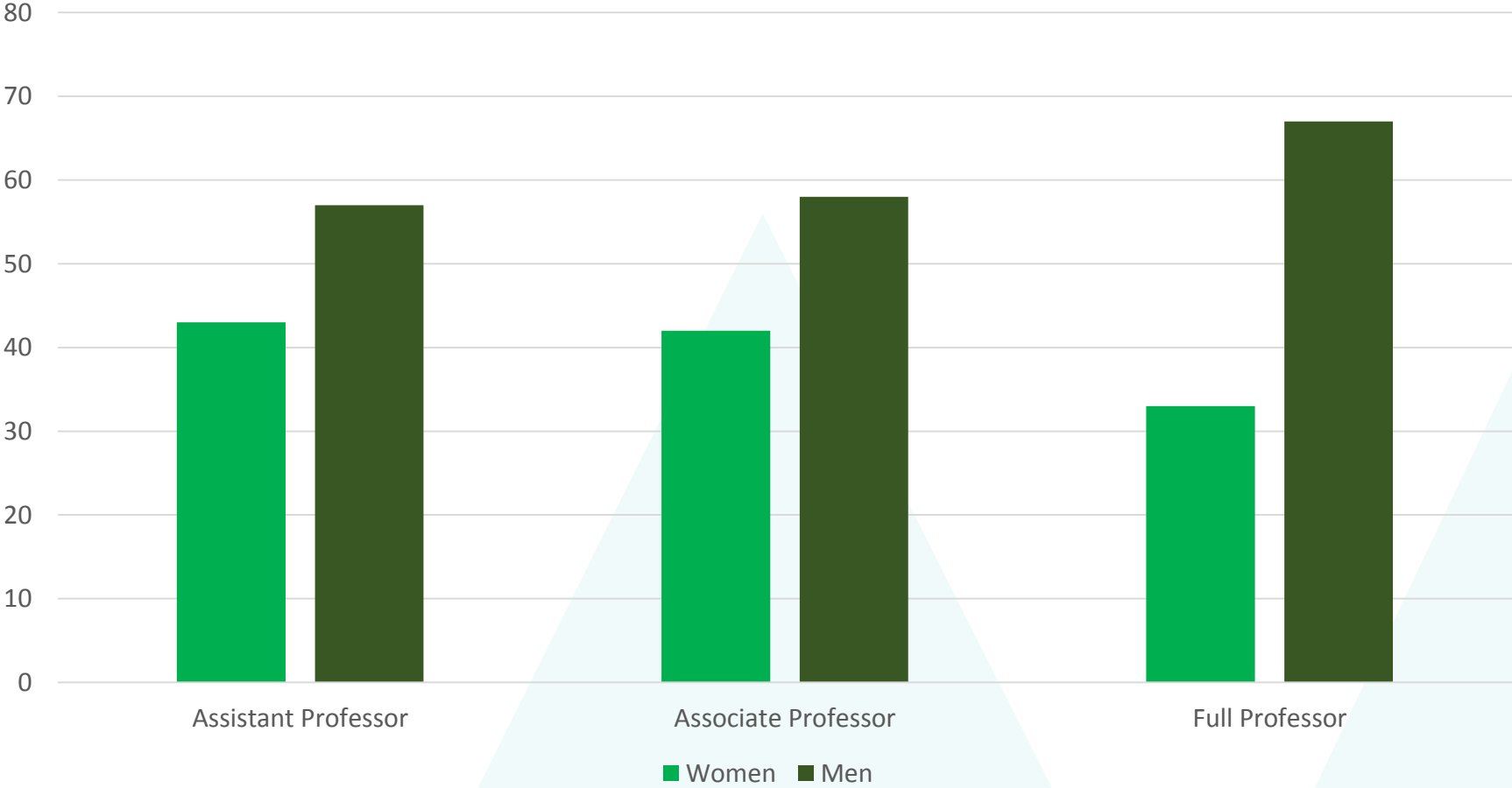
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Lean In—Agency versus Structure

- Choice?
- Socialization/Gender Expectations
- Academic Motherhood—Do Babies Matter?
 - Hiring/Promotion
 - Family Choices

W&M Faculty by Rank: Women/Men



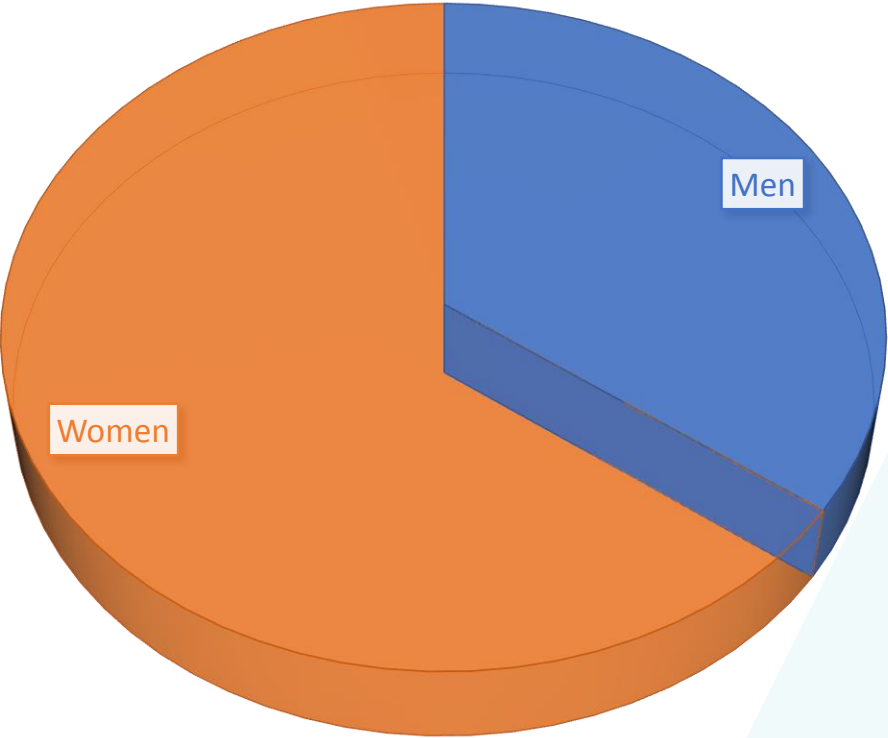
W&M AND NATIONAL FACULTY COMPARISON BY GENDER/RANK



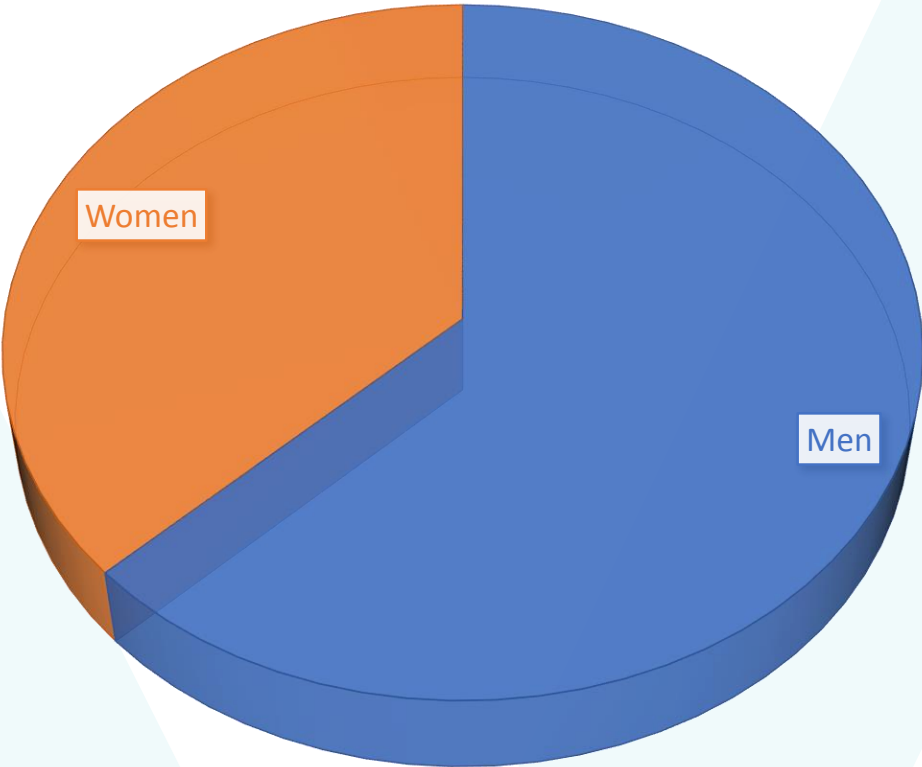
W&M

Academic Leadership Positions-Gender

VICE/ASSOC/ASST DEAN



CHAIR/CO-CHAIRS



Leaning Back

- Rejecting Ideal Worker Norms
- Childcare/elder care
- Uneven service demands—the “smile” work

Policy Options

- Developing mid-career academics—full professor is the gateway to upper leadership
- Campus-based leadership development
 - Mid-level leadership
 - Faculty leadership
- Mentorship-resources

FLEX Leadership Development

F

- Facilitating

L

- Learning

E

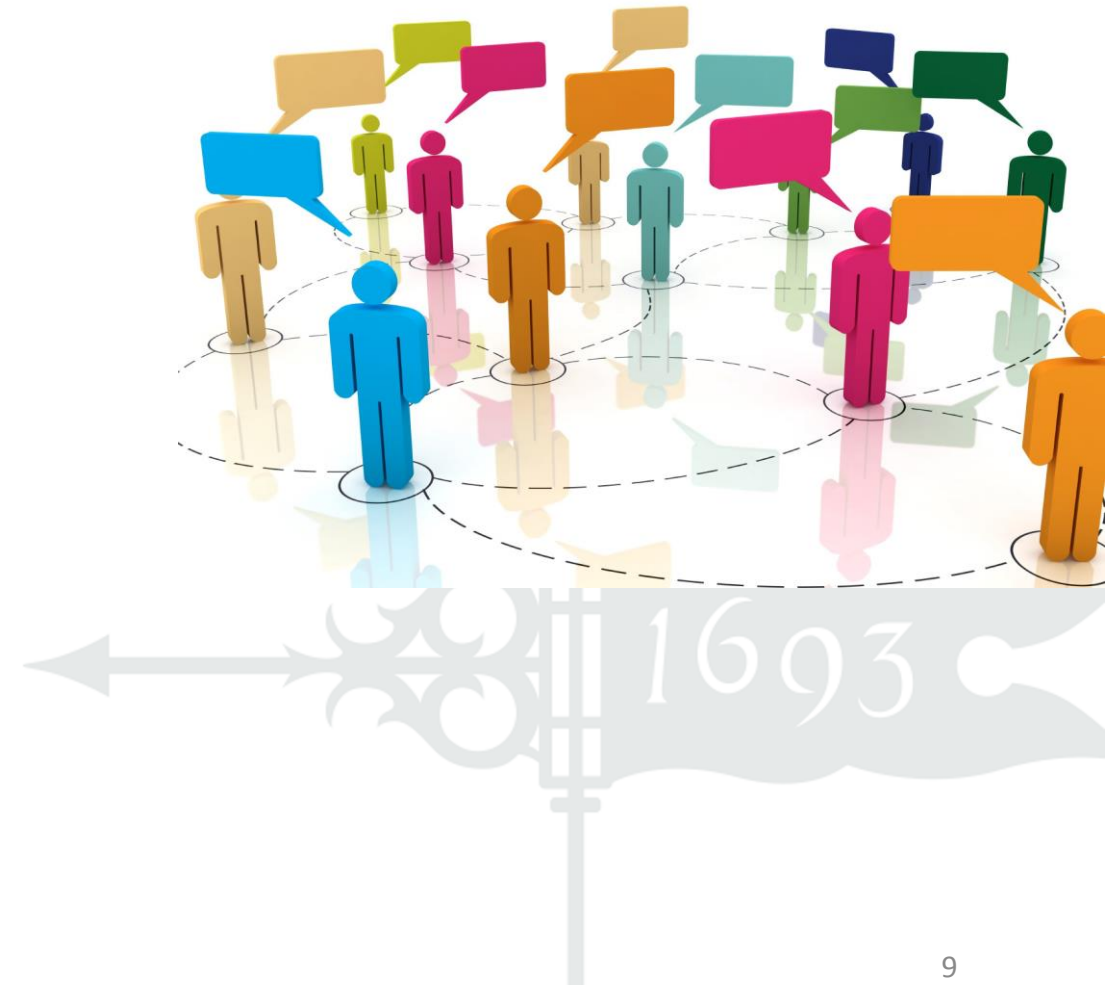
- Experimenting

X

- eXploring

Facilitating

- Creating opportunities
- Mentoring
- Resources
- Learning communities



Learning

- Formal/informal
- Finance/budgets
- Framing
- Communication
- Working with others



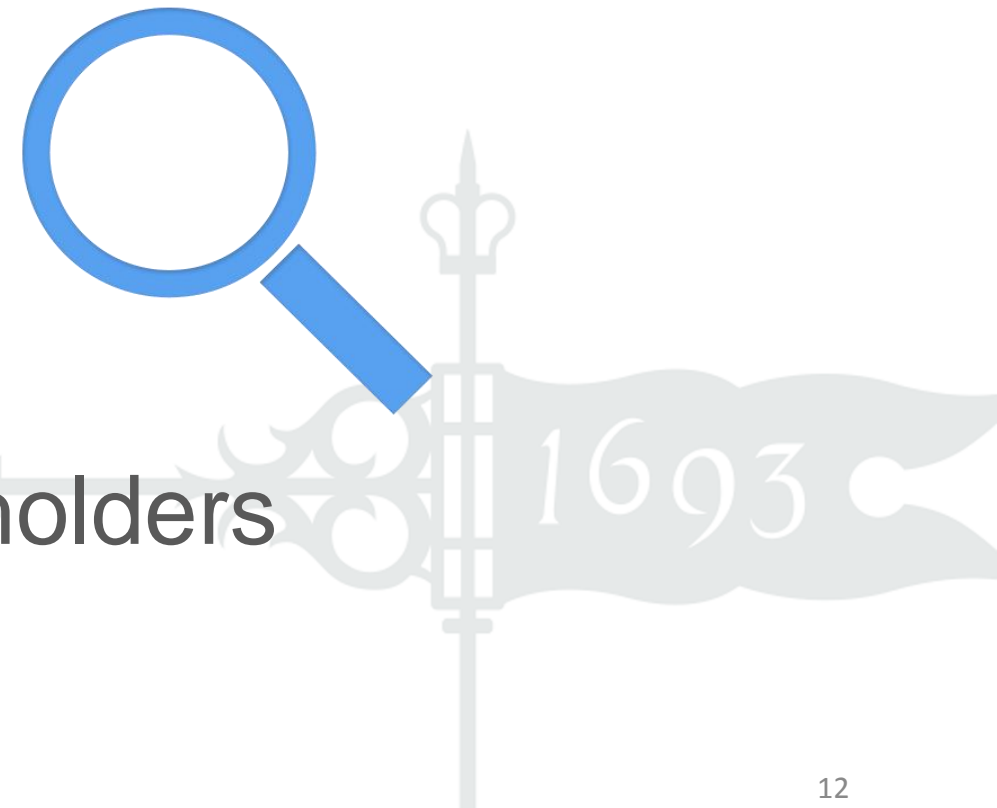
Experimenting

- Environmental scanning
- New strategies
- Risk taking
- Dealing with failure



eXploring

- Checking out other functional areas
- Ability to “go back”
- Visiting other campuses
- Connecting with campus stakeholders



Questions?

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