

Gender and Leadership Across Disciplines

We seek a grant for a cross-disciplinary discussion and study group on gender and leadership. Washington University constituents witness the multiple ways gender and leadership intersect on a daily basis. These intersections are also, of course, the topic of considerable national attention. Whether one is focused on them because of Sheryl Sandberg's *Lean In* campaign or President Obama's State of the Union Address, the disparate number of male and female leaders throughout society is both provocative and confounding.

Gender and leadership is also the topic of considerable academic research, including at Washington University. Yet, academic research is often overshadowed by popular considerations of the issue, even on campus. That relative invisibility is unfortunate because our students manage these issues both while here and after they graduate, and academic research is relevant to their experiences. For example, recent research on male and female MBA and medical students reveals that they perform very differently depending on classroom environment and teaching methods. Other research has shown that high potential men and women have very different career outcomes, with differential status, power, influence, and leadership opportunities in multiple fields.

Our proposed discussion and study group will convene faculty members engaging in thinking about and researching gender and leadership across multiple schools at Washington University. These cross-disciplinary scholars have individually studied gender and leadership in multiple ways, whether in their own research and teaching or through the development of initiatives and programs related to gender and leadership. Yet there has never been a forum to bring these scholars together. Our group will do so, with the goal of developing ideas across schools and building community, through conversation and collaboration.

In order to emphasize the breadth of existing research about gender and leadership, we will begin with the "bring-your-own-idea" approach. That approach will allow us to share research ideas and teaching methods in order to learn from each other and to develop a foundation for new collaborations. Once that foundation is established, we will brainstorm about ways to stimulate new interdisciplinary analyses. We will also discuss ways to extend our cross-disciplinary focus to our students and the campus at large.

We have reached out to a group of faculty members, listed below, who are ready and excited to participate. All of us either write, research, or lead programs and departments dealing with gender and leadership. A cross-disciplinary discussion and study group, supported by the central administration, has great potential for both our academic agendas and for furthering equality and gender support in our classrooms. We thank you for your consideration.

The faculty members who have agreed to participate are as follows:

- Mariagiovanna Baccara, Olin
- Heather Corcoran, Sam Fox
- Michelle Duguid, Olin
- Vicky Fraser, Medicine
- Diana Gray, Medicine
- Clarissa Hayward, Arts and Sciences, Political Science
- Jennifer Lawton, Medicine
- Rebecca Messberger, Arts and Sciences, Romance Languages and Women's Studies
- Shanta Pandey, Social Work
- Laura Rosenbury, Law
- Shelly Sakiyama-Elbert, Engineering
- Hillary Sale, Law