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# **WOMEN AT THE TOP: Administration and their Leadership in Higher Education**

BEYOND THE GLASS CEILING: WOMEN RECTORS ACROSS EUROPE -  
WOMEN AND LEADERSHIP IN HIGHER EDUCATION

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# Agenda

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  - Administration
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- Recommendation
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# Introduction

- **WOMEN ARE:**
  - **Natural born entrepreneurs**
  - **Multi-taskers**
  - **Protectors**

## Women at the top: administration and their leadership

- Largely concentrated in **feminized** careers
- As an executive heads of organization are not only **limited** but also **obscured** by the terminology

# Administration

- Universities **globally** together as one are facing considerable new **challenges** and **opportunities**
- Administrators makes a **difference**

# Leadership

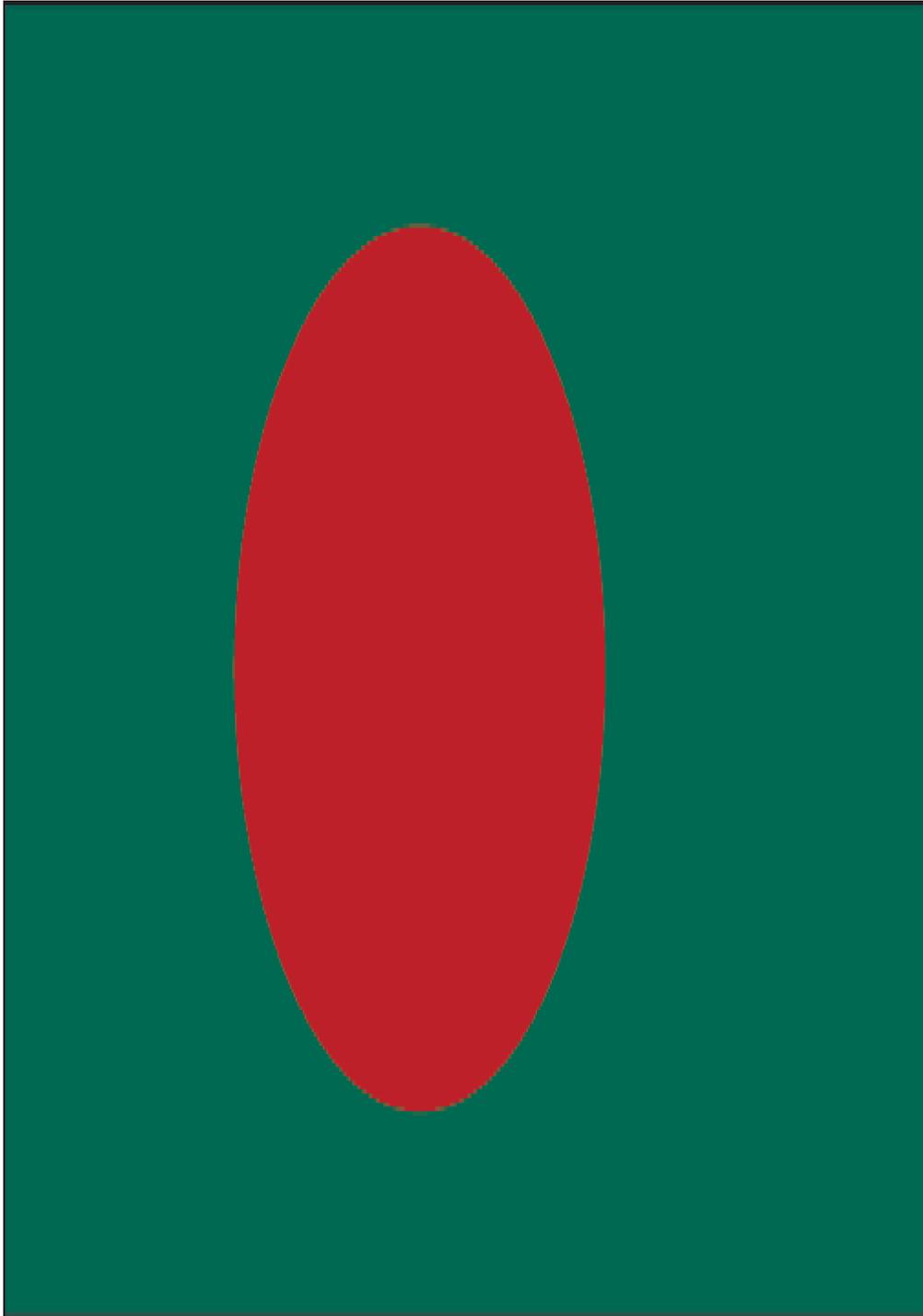
*“Leadership is lifting a person’s vision to higher sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations”*

*(Drucker 2008)*

# Ways women lead – Interactive Leadership by Judy Rosener

- Encourage Participation
- Share power and information
- Enhance the self worth of others
- Energize and Inspire others

“Great leaders move us. They ignite our passion and inspire the best in us.”



# Bangladesh Scenario - *Education*

Bangladesh has seen a **transformation** take place in the education of women

- **7-17 Age**

- 81% of women
- 74% of men

- Present education achievement data indicate that 52% of males over 20 years old have completed their high school and 37% of female.

## Bangladesh Scenario - *Education*

- **Growth** of educated females in the population will **continue** and the next **twenty years** are likely to see more women than men (Cookson 2005).
- Continuing enticement of Bangladeshi men to **work abroad**, women will stay behind and **develop** on their **education** and make their way through **hard work, commitment and talent**.

## Bangladesh Scenario - *Workplace*

- Over the past few years, women's **involvement** in the workforce has **extensively amplified** in Bangladesh
- However, a very few number of **managerial positions** are being filled by women.

# Glass Ceiling

- A **barrier** to the **advancement** to higher level jobs in the company because of some form of **discrimination**.

# Glass Ceiling

- According to Afza and Newaz (2009), Women of Bangladesh are portrayed as:

- Weak
- Unassuming
- Passive
- Feminine
- Submissive
- Dependent

- According to Zarafullah (2000), Bangladeshi Women in the workplace are depicted as:
  - Less capable – mental, physical and emotional
  - Temperamental and lack of motivation
  - Health problems
  - Pregnancies
  - Careers are disrupted by family interest
  - Only does well in traditional roles

# Glass Ceiling

- **International Women's Day**, March 8, 1908, inspired by 15,000 working women
- Women are still fighting to **attain** parity with men

# Glass Ceiling

More and more women are **shattering** the proverbial glass ceiling all over **Bangladesh** to **protect** attractive position in their companies.



## Some of the Change Agents are:

- **Naaz Farhana Ahmed** – Vice Chairperson of SCWEC
- **Humaira Azam** – CEO and Managing Director of IPDC Bangladesh LTD
- **Rokia Afzal Rahman** – Co-chair of the Asian University for Women’s Bangladesh Board of Advisors, Member of the governing body of BRAC and Chair of Presidency University Foundation
- **Carmen Lamagna** – Vice Chancellor of AIUB, IAUP.. Etc... etc..

## Other Breakthroughs

- In 2009, Bangladesh became the **1<sup>st</sup>** Muslim country to commit an **all-female** UN peacekeeping mission
  - The Daily Star
- The **appointment** of 8 women ministers in the **cabinet posts**

# Factors which create Glass Ceiling

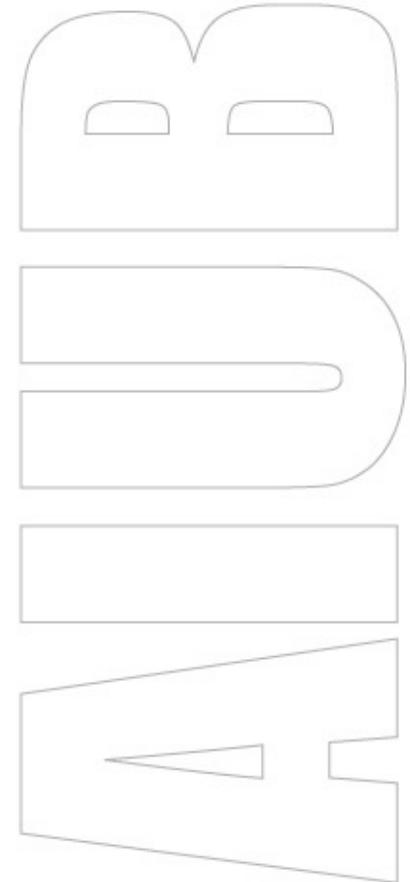
- Management Perception
- Work Environment
- Work Life Conflict
- Organization Policy
- Sexual Harassment

# Recommendation and Conclusion



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- We, as Leaders of our universities can implement the following to minimize inequality:
  - Demonstrate Commitment
  - Hold line managers accountable
  - Use affirmative action
  - Expand your pool of candidates
  - Educate all employees
  - Initiate family friendly programs

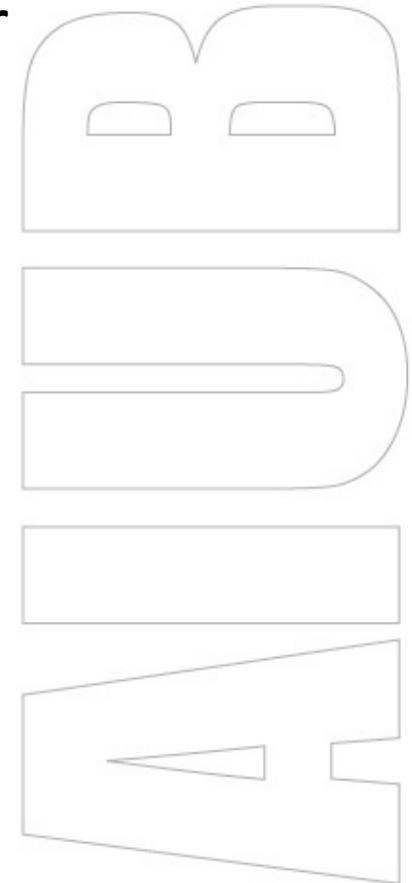


# Conclusion



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- Our administration and leadership in higher education will continue to create new impact and more developments
  - Creativity
  - Patience
  - Systematic Approach
  - Sustained Support





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**Thank you!**

If you want something said, ask a man.

If you want something done, ask a woman.

- Margaret Thatcher

