

**TITLE:** Profile, Barriers, and Leadership Behaviors of Women  
Campus Recreation Directors

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**OBJECTIVE:** The purpose of this study was to describe the current profile of women campus recreation directors and what leadership behaviors have contributed to their success.

**METHODOLOGY:** The total population and sample for this study was 155 women campus recreation directors identified by the National Intramural-Recreational Sports Association (NIRSA) Central Office. The response rate was 60 percent (N=95). Respondents provided demographic information, identified barriers, and completed the Leadership Practices Inventory. Four members of the NIRSA were interviewed. The average respondent (woman campus recreation director) was between the ages of 30 and 45, Caucasian, single, with no children, had a master's degree, and earned between \$50,000 and \$60,000 annually.

**KEY FINDINGS:** Compared to the normative data base, women campus recreation directors scored in the "high" range for Challenging, Inspiring, and Enabling. They scored in the "moderate" range for Modeling and Encouraging. The leadership practice most frequently engaged in was Enabling, followed by Modeling, Encouraging, Inspiring and Challenging.