

TITLE: A Study of Transformational Leadership and Decision-Making Processes in the Coalition for Christian Colleges and Universities

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Doctoral Dissertation: May 1996

OBJECTIVE: To identify relationships between transformational leadership and organizational decision making processes in the Coalition for Christian Colleges and Universities (CCU).

METHODOLOGY: The random sample of 25 of the 88 CCU (28%) were asked to participate in the project, with 14 completing the instruments. A senior administrator completed the Decision Processes Profile, an instrument for assessing the decision-making processes in organizations (Feitler et al., 1991) and the Leadership Practices Inventory (LPI-Self) was used to assess perceptions of transformational leadership.

KEY FINDINGS: "The findings suggested that transformational leadership practices and decision making processes were not closely related. As hypothesized, transformational leaders had less fluid participation in decision making processes. The results also supported the hypothesis that there was no relationship between leadership practices and organization demographics in decision processes" (p. 103).

Within-set correlations from the canonical correlational analysis revealed that few "of the correlations were high...and many of the correlations were near zero, most of the LPI factors would appear to be independent of each other" (p. 108).

