

TITLE: Shared Characteristics of Effective Women Administrators at Eastern Michigan University and Wayne State University

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OBJECTIVE: To determine what characteristics women administrators in higher education share.

METHODOLOGY: Women administrators at Eastern Michigan University (N = 40, 71% response rate) and Wayne State University (N = 104; 62% response rate) completed the LPI-Self.

KEY FINDINGS: "The survey instrument (LPI) has previously been used to compare men and women in leadership positions. It has not been used to compare women leaders to each other, and certainly has not been used to compare women administrators in the higher education movement to each other either within a university or across universities. The researcher expected the data to show that women administrators are significantly more alike in their leadership practices than are men and women administrators. And, the 't' test used to compare means shows that there is no significant difference between the two groups of women. Indeed, comparing the data by groupings of variables [five practices] or individually [thirty behaviors], these women administrators are: 1. similar to each other within each institution, and 2. similar to each other across institutions" (pp. 39-40).