

Syllabus

Women in Leadership (Bridge Course, PhD)

Fall 2022 (HWS-22)
Course Number: WIL
ECTS Points: 5
Class Venues: TBA

Instructor:

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This course is primarily geared towards GESS doctoral students of the University of Mannheim. It is intended for first-year as well as advanced doctoral students. This course is an elective course and can count as a 'Bridge Course'. Maximum number of participants is 15. If the course is not fully booked, non-GESS doctoral students from Business, Economics, or the Social Sciences or from other related disciplines can enroll.

Course Content

This course takes an interdisciplinary approach to examine the gender gap in leadership positions. We will analyze the psychological and economic reasons for the low fraction of women in leadership. While leadership positions are defined broadly and range from politics to public and private institutions, a special emphasis will be on the academic environment. The course will highlight women's educational and labor market choices, their fertility decisions, and their preferences. We will also examine structural hurdles for women to reach the top, for example stereotypes, discrimination, and social norms. Finally, the effectiveness of gender equality measures – such as quota systems – will be discussed. In addition to the theoretical and empirical fundamentals, the course also comprises two hands-on practical sessions taught by experienced instructors in which students' rhetoric and negotiation skills are trained.

The course consists of four core building blocks:

1. Women in Leadership: The Economic Perspective.

This part of the course focusses on (economic) reasons for gender gaps in leadership positions. We start by looking at the status quo of women in leadership. Course participants are introduced to statistics on the fraction of women in various leadership positions and we will discuss time trends and differences across countries. Research evidence on the effectiveness of gender equality measures such as gender quotas and family friendly policies will be discussed and their impact on economic outcome variables such as women's labor market choices and the gender pay gap will be examined. We will also examine gender

differences in risk preferences and in the willingness to compete. The last part of this section deals with role model effects and students will be asked to prepare a short presentation on a female role model.

2. Women in Leadership: The Psychological Perspective.

The psychological perspective addresses gender stereotypes as one of the key barriers to female advancement into attractive organizational positions such as leadership positions. Gender stereotypes reflect widely shared expectations about the characteristics of men and women (descriptive component of gender stereotypes), but they can also prescribe how women and men should or should not behave (prescriptive stereotypes). Both kinds of stereotypical expectations about men and women can impact the way men and women define themselves and are perceived by others (cf. Ellemers, 2018). The three sessions dealing with leadership and gender stereotypes will discuss stereotype contents and changes over time and their impact on gender differences in leadership aspirations and success. In this context, we will address topics such as the “Think Manager – Think Male” – phenomenon, research on the Glass metaphors (*glass ceiling, glass escalator, glass cliff*), *Queen Bee effects*, effects of a masculine vs. feminine physical appearance, backlash effects and fear of backlash in women, as well as failure-as-an-asset effects. Students will be asked to discuss practical implications of the research presented and develop own ideas regarding interventions to increase the number of female leaders.

3. “Raise Your Voice” – Rhetoric Training

The third block consists of a hands-on training on delivering presentations in an academic context. Students will be instructed to present their research findings in a conference-like scenario. They will learn how to present their work in a convincing and professional manner and how to adequately respond to (critical) questions. Each student will have to give a short presentation and will receive individual feedback by the instructor on how to improve their presentation skills.

4. “Raise Your Pay” – Negotiation Training

The final part of this course teaches students negotiation skills. Students learn how to carry their point in a negotiation, how to deal with conflicts, and how to react to verbal attacks. Students will have to participate in a negotiation game and receive individual feedback by the instructor to improve their negotiation skills.

Objectives

Upon successful completion of this course, students will

- know the size, reasons, and time trends of gender gaps in leadership positions with a focus on an academic context
- understand the psychological foundations of these gender gaps
- understand the impact of these gender gaps on economic outcome variables such as women’s labor market decisions and the gender pay gap

- have improved their rhetorical skills and be prepared to give professional academic research presentations
- have improved their negotiation skills and be better prepared to take on a leadership position in the future
- have practiced to present their work to a critical, interdisciplinary audience and to discuss other students' presentations in a format closely resembling that of most academic conferences.

Assessment

This is a Pass/Fail course. To successfully pass the course, each student has to:

- Give a paper presentation in building block 1.
- Participate in an IAT in building block 2.
- Give a conference presentation in building block 3.
- Participate in a negotiation in building block 4.
- Full and active participation in all four building blocks is necessary to pass the course.

Please register by the registration deadline given below, by sending an email to registration@gess.uni-mannheim.de. Please note that the course is **limited to a maximum of 15 participants**, and seats will be allocated on a first come first serve basis.

Course Dates:

07.09.2022	10:15-11:45 h	O 048 (Schloss Ostflügel)	<i>Women in Leadership: The Economic Perspective.</i>	Alexandra Niessen-Ruenzi
21.09.2022	10:15-11:45 h	O 048 (Schloss Ostflügel)	<i>Women in Leadership: The Economic Perspective.</i>	Alexandra Niessen-Ruenzi
28.09.2022	10:15-11:45 h	O 048 (Schloss Ostflügel)	<i>Women in Leadership: The Economic Perspective.</i>	Alexandra Niessen-Ruenzi
05.10.2022	10:15-11:45 h	O 145 Heinrich Vetter Hörsaal (Schloss Ostflügel)	<i>Women in Leadership: The Psychological Perspective.</i>	Alexandra Niessen-Ruenzi
12.10.2022	10:15-11:45 h	O 145 Heinrich Vetter Hörsaal (Schloss Ostflügel)	<i>Women in Leadership: The Psychological Perspective.</i>	Alexandra Niessen-Ruenzi
19.10.2022	10:15-11:45 h	O 145 Heinrich Vetter Hörsaal (Schloss Ostflügel)	<i>Women in Leadership: The Psychological Perspective.</i>	Alexandra Niessen-Ruenzi
26.10.2022	10:15 -13:30 h	O 048 (Schloss Ostflügel)	Block: "Raise Your Voice" – Rhetoric Training	Marita Stroh
02.11.2022	10:15 -13:30 h	O 048 (Schloss Ostflügel)	Block: "Raise Your Voice" – Rhetoric Training	Marita Stroh
09.11.2022	10:15 -13:30 h	O 048 (Schloss Ostflügel)	Block: "Raise Your Pay" – Negotiation Training	Hans-Conrad Ostermeyer
16.11.2022	10:15 -13:30 h	O 048 (Schloss Ostflügel)	Block: "Raise Your Pay" – Negotiation Training	Hans-Conrad Ostermeyer