

GSWS 0001: Gender & Leadership

University of Pittsburgh
Tuesdays 6-7pm
William Pitt Union 918

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Office Hours: 4-5pm Thursdays,
402E Cathedral of Learning

What is “leadership”?

- *Having the influence to direct and organize group undertakings*
- *Guiding others in a clear direction*
- *Being at the forefront in making decisions*

COURSE DESCRIPTION

This course complements the residential and community-based learning of students residing in the Women Lead LLC in Holland Hall. This seminar will expose students to information about women leaders and the challenges they experience during their ascension to, and acceptance of, various leadership positions. The course will include discussion, reflection, meetings with influential local leaders, and attendance at relevant events.

The course focuses on women learning about leadership from others (e.g., peers, faculty, female and male leaders locally, nationally, and internationally, etc.). This means that students will not only gain content knowledge from current research about leadership, but they will also have opportunities for community engagement, networking, and supporting other women’s leadership initiatives.

COURSE OBJECTIVES

By the end of this course, students will:

- Build a solid foundation for developing a personal leadership philosophy
- Gain a deeper understanding of how gender and other intersectional identities affect leadership possibilities in diverse contexts
- Better appreciate ethical concerns related to leadership
- Recognize leadership issues related to social justice and equality
- Learn about methods for empowering oneself and others
- Be more prepared to think globally about leadership
- Recognize group dynamics as they interact with personal leadership styles

REQUIRED READINGS

Accessible via CourseWeb (CW)

ASSESSMENT

Attendance	25%
Active participation	25%
Writing (including discussion board posts)	25%
Final paper/project	25%

UNIVERSITY POLICIES

See the full list of GSWS policies at gsws.pitt.edu

COURSE ACCOMMODATIONS If students require special course accommodations, please let the instructor know as soon as possible. Students should also contact the Office of Disability Resources and Services: 140 William Pitt Union, 412-648-7890 or 412-383-7355 (TTY). Do this as early in the term as possible. Disability Resources and Services will verify a student's disability and determine reasonable accommodations for this course. A comprehensive description of the services of that office can be obtained at www.drs.pitt.edu.

ACADEMIC INTEGRITY The integrity of the academic process requires fair and impartial evaluation on the part of faculty and honest academic conduct on the part of students. To this end, students are expected to conduct themselves at a high level of responsibility in the fulfillment of the course of their study. It is the corresponding responsibility of faculty to make clear to students those standards by which students will be evaluated and the resources permissible for use by students during the course of their study and evaluation. The educational process is perceived as a joint faculty-student enterprise which will perforce involve professional judgment by faculty and may involve—without penalty—reasoned exception by students to the data or views offered by faculty.

Cheating/plagiarism will not be tolerated. Students suspected of violating the University of Pittsburgh Policy on Academic Integrity, from the February 1974 Senate Committee on Tenure and Academic Freedom reported to the Senate Council, will be required to participate in the outlined procedural process as initiated by the instructor. A minimum sanction of a zero score for the quiz or exam will be imposed.

View the complete policy at www.cfo.pitt.edu/policies/policy/02/02-03-02.html.

Students agree that all written work may be submitted to Turnitin.com, a reference database integrated with CourseWeb that detects plagiarism by comparing student writing to sources online and from educational institutions throughout the U.S. All submitted papers will be included as source documents in the Turnitin.com database solely for the purpose of detecting plagiarism of such papers. Use of Turnitin.com page service is subject to the Usage Policy and Privacy Pledge posted on the Turnitin.com site.

CLASSROOM RECORDING To ensure the free and open discussion of ideas, students may not

record classroom lectures, discussion and/or activities without the advance written permission of the instructor, and any such recording properly approved in advance can be used solely for the student's own private use.

E-MAIL POLICY Each student is issued a University e-mail address (username@pitt.edu) upon admittance that is used by the University for official communication with students. Students are expected to read e-mail sent to this account on a regular basis. Failure to read and react to University communications in a timely manner does not absolve the student from knowing and complying with the content of the communications. The University provides an e-mail forwarding service that allows students to read their e-mail via other service providers (e.g., Yahoo, Gmail, iCloud). Students who choose to forward their e-mail from their pitt.edu address to another address do so at their own risk. If e-mail is lost as a result of forwarding, it does not absolve the student from responding to official communications sent to his/her University e-mail address.

GENDER-INCLUSIVE/NON-SEXIST LANGUAGE Aspiring to create a learning environment in which people of all identities are encouraged to contribute their perspectives to academic discourse, The University of Pittsburgh Gender, Sexuality, and Women's Studies Program provides guidelines and resources regarding gender-inclusive/non-sexist language. Following these guidelines fosters an inclusive and welcoming environment, strengthens academic writing, enriches discussion, and reflects best professional practices.

Language is gender-inclusive and non-sexist when we use words that affirm and respect how people describe, express, and experience their gender. Just as sexist language excludes women's experiences, non-gender-inclusive language excludes the experiences of individuals whose identities may not fit the gender binary, and/or who may not identify with the sex they were assigned at birth. Identities including trans, intersex, and genderqueer reflect personal descriptions, expressions, and experiences. Gender-inclusive/non-sexist language acknowledges people of any gender (for example, first year student versus freshman, chair versus chairman, humankind versus mankind, etc.). It also affirms non-binary gender identifications, and recognizes the difference between biological sex and gender expression. Students, faculty, and staff may share their preferred pronouns and names, and these gender identities and gender expressions should be honored.

These guidelines fulfill the best intentions of the University of Pittsburgh's Non-Discrimination Policy: <https://www.cfo.pitt.edu/policies/policy/07/07-01-03.html>

SEXUAL MISCONDUCT, REQUIRED REPORTING, AND TITLE IX The University is committed to combatting sexual misconduct. As a result, you should know that University faculty and staff members are required to report any instances of sexual misconduct, including harassment and sexual violence, to the University's Title IX office so that the victim may be provided appropriate resources and support options. What this means is that your professor is required to report any incidents of sexual misconduct that are directly reported to them, or of which they are made aware.

There are two important exceptions to this requirement: A list of the designated University employees who, as counselors and medical professionals, do not have this reporting responsibility and can maintain confidentiality, can be found here: <http://www.titleix.pitt.edu/report/confidentiality>

An important exception to the reporting requirement exists for academic work. Disclosures about sexual misconduct that are shared as part of an academic project, classroom discussion, or course assignment, are not required to be disclosed to the University's Title IX office.

If you are the victim of sexual misconduct, Pitt encourages you to reach out to these resources:

Title IX Office: 412-648-7860

SHARE @ the University Counseling Center: 412-648-7930 (8:30 A.M. TO 5 P.M. M-F) and 412-648-7856 (AFTER BUSINESS HOURS)

If you have a safety concern, please contact the University of Pittsburgh Police, 412-624-2121.

Other reporting information is available here: <http://www.titleix.pitt.edu/report-0>

SCHEDULE & TOPICS

There will be guest speakers throughout the semester who are local female leaders.

August 29 | Introduction to the course

August 31 @ 6pm

Women Lead, LLC: Kickoff event (Diversity Cupcakes)

September 5 | Histories of Leadership

READING From *Leadership: Theory & Practice* - Chapter 1
"30 Ways to Define Leadership"

ACTIVITY Post on the [CourseWeb Discussion Board](#) (DB):
What is your one-sentence definition of leadership?

All assignments should be completed by 4pm Tuesdays

September 12 | Talking about Gender

READING From *Women Lead the Way* - Chapter 1

ACTIVITY Post on DB: Introduce yourself in no more than one paragraph. Think of this
as an '[elevator speech](#)' (see syllabus hyperlink and/ or the PDF on CW).

September 17

Women's Scavenger Hunt

September 19 | Women's Stories: Equality and Equity

READING From *Through the Labyrinth: The Truth about How Women Become Leaders*
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Chapter 2 "Where are the women leaders?"

ACTIVITY Look at the image "Equity/Equality" and post to DB about your interpretation of the implications. What do you think the third frame should be called? How might this affect leadership choices? *For all following posts on the DB, write at least one full paragraph for each.*

September 26 | Understanding Obstacles

READING From *Closing the Leadership Gap: Add Women, Change Everything* – Chapter 2 "Barriers to Leadership"

ACTIVITY Post to DB about a time when you think gender issues impacted a leader (this can include yourself) and analyze what the obstacles were.

October 3 | Deconstructing Assumptions

READING From *Women Lead the Way* – Chapter 2 "Modern Myths and Stereotypes"

ACTIVITY Take "The Everywoman Quiz," read the correct answers on DB, and then post about your reaction to these assumptions.

October 10 | Power Politics

READING From *Women on Power: Leadership Redefined* – Chapter 3

ACTIVITY Complete the "Competitiveness Self-Inventory" and post about it.

October 17 | Ethics & Values

READING From *Leadership: Theory & Practice* – Chapter 13

ACTIVITY Submit your answers for the "Clarifying Values" exercise. All written assignments should be submitted via CourseWeb. Separately, describe in a post what you noticed when doing this activity.

October 21

Pitt Make a Difference Day (PMADD) 9:00AM-2:30PM

October 24 | No class meeting

Prior to our next meeting:

Visit the Carnegie Museum of Art exhibition "20/20"

October 31 | Culture & Creativity

READING "With all eyes" article about the museum exhibition "20/20"
From *Closing the Leadership Gap* – Chapter 7 "Culture"

ACTIVITY After engaging with "The Dream Sheet," submit your museum exhibition idea. Separately, post a short description of the idea to DB.

In October (details pending)

Complete an online personality inventory

November 4

Half-day Gender Symposium at Chatham University (details TBD)

November 7 | Advice, checklists, 'how to's' . . .

READING "Ten Tips for Becoming a Better Leader"
"Advice to Women Leaders"

ACTIVITY Read over the "Leadership Checklist" and select one statement that *most* resonates with you. Post about why.

November 14 | Claiming our own styles

READING "What makes a woman?"
"The Politics of Women in Leadership"

ACTIVITY Write and submit a bio for yourself in 50 years

November 21 | No class meeting

Prior to Monday, November 20, make an individual appointment to meet with the professor

November 28 | Envisioning the Future

Student presentations about their final projects

December 5 | Dinner and reception with campus community guests

Final projects due on CW by 5pm