

Women's Access to Higher Education Leadership: Where are the Role Models?

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ABSTRACT This paper presents a descriptive overview on literature and reflects on the lack of women in higher education leadership despite the development of educational policies and improved enrolments by women at the undergraduate and postgraduate levels. The enabling policies have not been matched by the number of women assuming leadership positions both inside and outside the Higher Education (HE) sector. Women in HE leadership are regarded as part of the teaching and learning environment that nurtures the development of leadership. The paper argues that part of leadership development includes being motivated by women who are already in leadership positions and who act as role models, inspiring women to career path towards these positions. The paper concludes that without these role models, access to HE will not necessarily lead to attainment to leadership in HE. The theoretical framework is based on the theory of social justice and critical theory of emancipation and equity.