This mini track aims to explore the opportunities and obstacles to women's progress in leadership. It is well established that there is a deficit of women in positions of power and leadership in virtually every industry and sphere of public life around the world. Illustrative of this problem, of CEOs in the 2018 Fortune 500 list, just 24 (4.8%) are women. Worse still, this figure has dropped from previous years. Globally, only 33.6% of judgeships in Supreme Courts are held by women (OECD, 2017). Just 34 of the top 200 Higher Education Institutions in the world are led by women (Times Higher Education World University Rankings, 2019).

In the UK, around 25% of professors are women. This figure plummets in male dominated fields such as chemistry, where only 9% of chemistry professors in the UK are women (Royal Society of Chemistry, 2019). Intersectional analysis reveals an even starker picture. In 2016-17 there were just 25 black women among 19,000 professors in UK Universities (Advance HE, 2018).

The track is not limited to a particular sector or country. It welcomes global perspectives and papers exploring issues surrounding women’s leadership in a range of settings. Suggested topics include but are not limited to:

- the opportunities and obstacles to women's progress in leadership in specific sectors or spheres of public life e.g. politics, the judiciary, military, civil society, business, corporate world, public sector, education
- specific issues relating to the glass cliff, glass ceiling, prejudice towards women leaders, evaluations of women leaders, leadership pay gap, homosocial networks, social capital, perceptions of women’s leadership style and the so called female advantage in leadership, authenticity and emotion work
- intersectionality perspectives
- critical perspectives, neoliberal feminist and postfeminist analysis.

Dr Karen Jones serves as Associate Professor of Educational Leadership and Management at the Institute of Education (IOE). She is deputy director of the EdD – a professional doctoral degree in education, pathway leader on the MA Education and Chair of Ethics at the IOE. A large part of her role involves the supervision of doctoral students, whose research engages with diverse issues in countries as wide-ranging as Saudi Arabia, Oman, Kuwait, Ghana, China, Turkey and the UK. Her primary research interest is gender, women and leadership.

Dr Claire Collins is the Henley Business School Director of Diversity and Inclusion, the Academic Lead of the Army Higher Education Pathway and Director of the DBA Programme. She researches and teaches Leadership and Leadership Development with a special interest in Diversity and Inclusion, Quiet Leadership, Coaching Leaders, Leadership Derailment and Women in Leadership. She has experience of working with a variety of organisational and academic clients from the private and public sectors. Claire enjoyed a significant career outside academia before joining Henley in 2007. As part of her portfolio, Claire is an accredited and experienced Business Coach working with a wide variety of senior clients.

Submission details
In the first instance a 300 word abstract is required, to be received by 11th September 2019. Please read the guidelines at http://www.academic-conferences.org/policies/abstract-guidelines-for-papers/
Submissions must be made using the online submission form at: https://www.academic-conferences.org/conferences/icgr/icgr-abstract-submission/
If you have any questions about this track please email the mini track chair: karen.jones@reading.ac.uk or claire.collins@henley.ac.uk
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