Gender and Shifts in Higher Education Managerial Regimes

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Abstract

While Portugal is one of the European countries with a high representation of women in higher education, there is both horizontal and vertical segregation. The way universities and especially managerial positions are culturally embedded by masculinity is one of the obstacles women have traditionally faced. Recently, higher education institutions have been subjected to external pressures to create a new institutional and organisational environment aimed at substituting the traditional collegial model with a managerial one. In this paper, the authors discuss the way these different models reflect traditional notions of femininity and masculinity and the potential impact they have on women in academia. Based on qualitative methodology, they provide an analysis of whether senior academic managers still reproduce the traditional stereotypes of managerial styles of women and men, and the potential impact of this on women in the clash between managerial and collegial models. The authors conclude by analysing perceptions about leadership styles for women and men, and the potential implications for women's participation in top management in HE institutions.