

# Decision Making

## in Higher Education

### The Masculine Normative in Leadership and Management

The prevailing customary approaches to gender attribute the constructions of women's under-representation in the academy fundamentally to the women-female perspective and to an 'acclaimed lack' within those interrogations. This research paper, therefore, endeavours to address this deficient, incomplete situation, adopting a critical feminist lens to interrogate male privilege and analyse the extent to which male privilege constructs, configures and orders women's disadvantage and under-representation considering the context of academic management in Higher Education. Literature on men and women's positions at work provides analyses of the privileged position of the male in society. These conceptualisations are located within two broad sets of ideas for the purposes of this presentation. The first relates to discourses of masculinities and femininities in everyday life and how these are legitimated and operationalised through gender stereotyping, labeling, gendered identity constructions and gendered division of labour. The second focus on processes and practices in the formal workplace and conceptualisations of gendered organisational structure and organisational sexism. These helps illuminate the overt and the covert forms of institutional practice and gendered resistance that constructs male privilege in the academy within the broad framework of gender relationality.



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#### Biography

Dr. Kanchana Bulumulle is senior lecturer in Sociology at the Open University of Sri Lanka and Director, Centre for Gender Equity and Equality of The Open University of Sri Lanka. She received her Ph.D. in Gender and Women's studies from the University of Adelaide, Australia and holds MPhil and BA (Hons) in Sociology from the University of Peradeniya. She also obtained Master (PG) course on Gender Equity in Nordic Countries through International Summer School-University of Oslo awarded by the Norwegian Development Agency in 2007. She was a Post-Doctoral Research Scientist at the National Science Foundation of Sri Lanka from July 2018 to September 2019 to conduct a national research on Gender and STEM in Sri Lanka.

**2<sup>nd</sup> August 2021**

**10:30 AM via Zoom**

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