

TULIP

Development and Empowerment of Women Leadership



Prof.Dr.Funda Sivrikaya Şerifoğlu
Founder of TULIP,
Member of Women Studies Unit of HEC
Founding Rector of Duzce University

Paradox of the Status of Women in the Turkish HE Area

- ✓ The proportion of female professors is high in Turkey as compared to EU and western countries
- ✓ There is no discrimination against women academicians in their academic career from assistant professorship to full professorship
- ! But women are not represented in leadership positions

**There is in fact a glass ceiling,
when reaching the managerial
positions ..**

**“What the women face is
not a glass ceiling
but a thick layer of men”****

**** Statement made in the Women Rectors Conference, ITU, ****

T U L I P

**TÜRKİYE ÜNİVERSİTE LİDERLİK
İYİLEŞTİRME PROGRAMI**

**TURKISH UNIVERSITY
LEADERSHIP IMPROVEMENT
PROGRAM**



TULIP

Development and Empowerment of Woman Leadership in Higher Education

- Encourage and support women to step up to leadership positions in higher education institutions
- Enhance their leadership skills
- Provide with mentorship support for effectiveness and sustainability
- Build/support networks of woman academicians

➔ The level of position which women are appointed to and the power they attain are more important than a numerical balance between men and women at a given position

((Ely, 1995) as referenced by Colleen Chesterman *et al.*, Women's Studies International Forum 28, 163 – 180, 2005)

Goal of TULIP women leadership programs is

to improve the proportion of women in leadership positions

to develop working environments which support the realization of the potential of women as transformational leaders

Workshop on Woman Leadership in HE

Düzce, November 29, 2012



Minister of Family and Social Politics Fatma ŞAHİN
Director of the Commission on Gender Equality Azize Sibel GÖNÜL

Leadership Training and Mentorship Program for Development and Empowerment of Woman Leadership in HE

26-27 April 2013, Düzce-Turkey

Duzce University Woman Studies Research Center (DÜKAM)

Duzce University Management and Leadership Research Center
(LIDERIM)

To encourage and support woman academicians to become candidates
for leadership positions in higher education institutions



Three components of TULIP programs

- Leadership seminars, training sessions
- Mentorship sessions
- Personal leadership analyses

From TULIP programs..



From TULIP programs..



From TULIP programs..



From TULIP programs..



TULIP for Woman Leadership

- Five programs, 180+ participants in total
- Shorter programs, 200+ participants
- In every program:
 - ~ 35-40 participants
 - ~ 25-30 universities
 - ~ 15-35 provinces

Results

- ✓ University presidents/rectors
- ✓ Candidates for presidency/ rectorship
- ✓ Deans
- ✓ Vice deans
- ✓ College Directors
- ✓ Department Heads
- ✓ Improved leadership

Feedback from participants

- ‘I have seen that it is a life style for you and the women rectors that women support each other’
- ‘We can succeed every endeavor with our sister network’
- ‘I have understood that you succeed if you work hard, work hard, and work hard no matter what time and space constraints are.’
- I found the TULIP trainings and mentorship sessions very visionary and have adopted them into my classes’

International dissemination



CHINA: Woman President's Forum

Communication University of China and Unesco



PAKISTAN

COMSATS Lahor

COMSATS Abbottabad

Woman Leadership

Workshops



September 21-22, 2017

SPAIN

Leadership and Challenges in STEM

University of Malaga



Prof.Dr. Mercedes Siles Molina – Royal Mathematics
Association

EJE&CON – Spanish Executives and Advisors Association

Agenda

Programs for woman academicians (academicians and academic leaders)

- To encourage them to become candidate for presidency and other managerial positions

Programs for male academicians

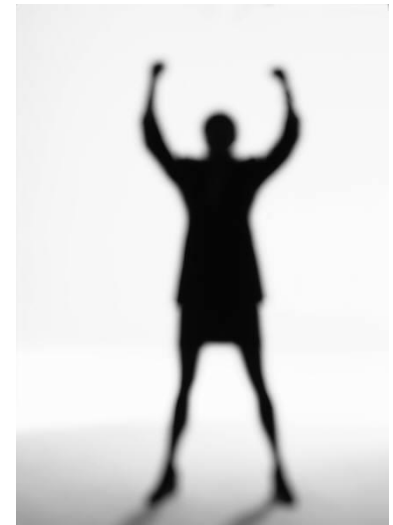
- To invoke awareness and to improve male-dominant decision making processes in the higher education area

Social entrepreneurship

- To collaborate with other institutions for supporting transformation

Time is in favor of women..

- Modern characterizations of effective leadership have become more consonant with the female gender role
 - Transformational leadership
 - Empowering subordinates
 - Communicating and listening effectively
 - Involving collaboration
 - Interactive
 - Encouraging
 - Inspiring
 - ..
- It is becoming a sign of progressive change for firms to have women in top positions



Awareness about ourselves, our aims, strengths, and values



An art piece from Ai Weiwei

Why not?



European Parliament Member Carolina Bescansa

Why not?



Safiye Ademoğlu Türkyılmaz, the first woman pilot
to fly an Airbus A-380

Why not?



2019 TÜBA International Academia, Fuat Sezgin, GEBIP ve TESEP
Awards Ceremony
December 30, 2019, Ankara

***One of the most selfish
things you can do is to
help others***

**Daniel Gilbert,
Professor Happiness, Harvard**

To learn from each other

To learn together

To inspire and encourage each other

**To create opportunities for other
women&men**

To realize a transformation

welcome to TULIP !



www.tulipleader.net

Instagram: tulipleader

Email: serifogluf@gmail.com

Thank you for your attention !



Prof. Dr. Funda Sivrikaya Şerifoğlu

Mentor, Coach, Advisor, Transformational leader
Advisor to the President of Istanbul Aydın University
Founding President of Duzce University
Founding President of IWF Turkey
Founder of TULIP

serifogluf@gmail.com