

Higher Education: Pathway for Women's Appointment to Decision Making Positions in Public Administration in Zambia

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ABSTRACT

The success of development efforts depends on making women full and equal partners in all matters of the economy. Higher education, to be certain, by itself, is not a panacea, but is a necessary condition for the advancement of women in society. Through higher education, the journey towards participation in decision making power begins. Access to education is considered an important determinant of women's appointment to decision making positions in public administration. This is because women's increased education is positively associated with autonomy of decision making in different sectors of society. As such, women's decision making power increases when they are empowered with higher education. The main objective of this study was to explore the influence of higher education qualifications on women's appointment to decision making positions in public administration. The sample size was 25 respondents who were interviewed from various ministries in Lusaka. Both secondary and primary data were collected for the study. Primary data was collected using semi-structured interviews and secondary data from various documents, reports as well as electronic documents. The research design used was case study and using a non-probability sampling technique, purposive sampling and snow ball sampling methods were used. Data was analyzed using thematic analysis. Findings of the study reviewed that despite women acquiring higher education qualification in Zambia, their appointment to decision making positions in public administration has not been achieved fully. And factors such as horizontal and vertical segregation were found to be challenges that affect their appointment to decision making positions hence the reasons why the numbers of women being low. Therefore, the study recommended that the government should realize the importance of women's appointment and participation by enacting and implementing laws, policies and regulations. Women also should be empowered with training and upgrading of skills to better participate in decision making.

Keywords: Women, higher education, decision making, public administration

INTRODUCTION

Education is considered a significant determinant of the development of any nation. Education is a fulcrum around which quick development of economic, political, sociological and human resources of any country resolves. According to Ghazala and Khalid (2012: 51), it is a contributing factor to egalitarianism and social transformation in any society. Education is one of the most important predictors usually, in fact, the most important predictor – of many forms of social participation – from voting to associational membership, to chairing a local committee. Education, in short, is an extremely powerful predictor of civic engagement (Putnam, 2000). Therefore, women's education plays an important role in improving the quality of the whole nation such that the neglect of their education is also related to the underdevelopment of productivity.

Higher education, to be certain, by itself, is not a panacea, but is a necessary condition for the advancement

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John David Millett



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Decision Making and Administration in Higher Education John David Millett, 1968 Decision Making and Administration in Higher Education John D. Millett, 1969 **Intuition and Decision-making in Higher Education Administration** Patricio Sanchez, 1997 Responsive Academic Decision Making Michael T. Miller, 1999 These writings provide a thematic examination of how faculty are involved in the governance process in different areas of higher education management Although this text offers different styles and tones in various chapters the discussions of involvement in academic and student affairs athletics advancement and institutional effectiveness and planning are helpful to all of those interested in a setting where group input is valued and respected Administrators faculty and policy makers will find this discussion useful and meaningful Decision Making Edward Eugene Brown, 1986 **Higher Education Administration for Social Justice and Equity** Adrianna Kezar, Julie Posselt, 2019-10-16 Higher Education Administration for Social Justice and Equity empowers all administrators in higher education to engage in their work to make decisions hire mentor budget create plans and carry out other day to day operations with a clear commitment to justice sensitivity to power and privilege and capacity to facilitate equitable outcomes Grounding administration for social justice as a matter of daily work this book translates abstract concepts and theory into the work of hiring socialization budgeting and decision making Contributed chapters by renowned scholars and current practitioners examine the way higher education administration is organized and will help readers both question existing structures and practices and consider new and different ways of organizing campuses based on equity and social justice Rich with case studies and pedagogical tools this book connects theory to practice and is an invaluable resource for current and aspiring administrators **Resources in Education** , 1986 **A Study of the Decision-making Process as Perceived by Presidents of Private Liberal Arts Colleges and Universities in the Midwest** Samuel Arthur Shellhamer, 1974 Higher Education & Public Administration Jan-Erik Lane, Bert Fredriksson, 1983 **Information and Decision Making in Higher Education** , 1976 **Administrators in Higher Education** Gerald P. Burns, 1962 Leadership in Higher Education Bob Miller, Robert W. Hotes, Jack Terry, 1983-12-09 In preparing the Handbook the editors and principal authors sought to provide administrators with assistance in planning controlling directing organizing staffing and coordinating within their organization Basic areas such as general administration motivation personnel program development and evaluation finances public relations communications development of students programs of instruction faculty unionism women in administration and learning resources are covered The authors believe that present and future educational administrators must identify emerging problems and issues and provide leadership in decision making that will resolve them Administration of Statewide Systems of Higher Education , 1975 An Analysis of the Decision Making Process Used by University Administrators on Selected Issues in Higher Education Thomas R. Dougan, 1984 The purpose of this study was to test the political decision making model of Victor

Baldrige by comparing this model to Weber's bureaucratic decision making model and Millett's collegial decision making model. Three administrative positions within higher education were selected for investigation: chief business affairs officers, chief academic affairs officers, and chief student affairs officers. Three types of postsecondary institutions were selected for investigation: private baccalaureate degree granting, public baccalaureate degree granting, and public community colleges. To collect data relevant to the focus of this study, the researcher developed an instrument consisting of several critical incidents depicting realistic problems in higher education. The instrument was mailed to a randomly selected sample of 270 administrators. The sample was composed of three types of administrative positions by three types of postsecondary education institutions with a population of 30 administrators in each group. The sample was taken from selected higher education institutions in the Southern United States. A two-way analysis of variance was calculated to determine if significant differences existed. If a significant difference was found, the Duncan multiple range test was used to determine where the significant differences existed. A chi-square for each response was calculated to determine if differences existed on individual response items or if the differences were cancelled by the non-significant items in the mean analysis. The statistical analysis indicated the following major findings: 1. Baldrige's political decision making model did not emerge as the dominant model used by administrators. The study indicated that all three decision making models (bureaucratic, collegial, and political) were useful and provided a framework by which administrators made decisions. 2. Chief academic affairs officers and chief business affairs officers do not differ significantly from each other in their use of bureaucratic decision making, but both are significantly more likely to use bureaucratic decision making than chief student affairs officers. The sample was composed of three types of administrative positions by three types of postsecondary education institutions with a population of 30 administrators in each group. The sample was taken from selected higher education institutions in the Southern United States. A two-way analysis of variance was calculated to determine if significant differences existed. If a significant difference was found, the Duncan multiple range test was used to determine where the significant differences existed. A chi-square for each response was calculated to determine if differences existed on individual response items or if the differences were cancelled by the non-significant items in the mean analysis. The statistical analysis indicated the following major findings: 1. Baldrige's political decision making model did not emerge as the dominant model used by administrators. The study indicated that all three decision making models (bureaucratic, collegial, and political) were useful and provided a framework by which administrators made decisions. 2. Chief academic affairs officers and chief business affairs officers do not differ significantly from each other in their use of bureaucratic decision making, but both are significantly more likely to use bureaucratic decision making than chief student affairs officers.

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