

ABSTRACT

Muñoz, Ava J., "Woman's Natural Field": The Effects of Mentoring on Women Central Office Administrators. Doctorate of Education (Ed. D.), December, 2006, 210 pp., 50 tables, 3 figures, 55 titles.

Women in the superintendency exist in disproportionately low numbers throughout the state of Texas and the nation. This mixed-methods research study was designed to examine the career aspirations of women central office administrators (assistant superintendents, associate superintendents, deputy superintendents and superintendents) located in school districts throughout four Education Service Areas of deep, south Texas. One hundred and ten women employed in the capacity of assistant, associate and deputy superintendent, as well as, currently seated superintendents were surveyed and four respondents were interviewed to ascertain information regarding their aspirations to the superintendency, if socio-cultural factors affected their superintendency aspirations, if mentoring was essential to their gaining a superintendency and if mentoring was influential to their career path choices. The findings indicated that women assistant superintendents do aspire to the superintendency, albeit, not in great numbers. The limited number of women superintendents as role models/mentors further hindered them from envisioning a career in the superintendency. Salary satisfaction, job satisfaction and the inability to relocate (place bound) decreased their desire to apply to the superintendency, as well. Although mentoring was seen as influential in leading them

into an assistant superintendency it was not recognized for promoting them into a superintendency.
