

EQUITY OF BENEFITS AND GENDER DIFFERENCES IN LIFE
EXPERIENCES OF SCHOOL SUPERINTENDENTS IN MISSOURI

Melonie D. Bunn

Robert Watson, Dissertation Supervisor

ABSTRACT

The purpose of this study was to find the underlying reasons why women are not equally represented in the superintendency ranks in Missouri. The population for this study included 52 of the 110 female superintendents and 181 of the 413 male superintendents currently serving in the state of Missouri during the 2009-10 school year. An additional investigation was performed to find out what differences existed between K-8 superintendents as compared to K-12 superintendents.

Data were gathered to determine answers to the following questions: whether females are equally represented to their male colleagues in salary and total benefits packages in the superintendency in Missouri, what the differences are in life experiences for a female to become a superintendent as compared to that of a male, and what sacrifices each gender must go through in life in pursuit of this professional position. The same investigations were performed to compare K-8 superintendents to K-12 superintendents in Missouri.

The final conclusions showed that females differ from their male colleagues in Missouri in four of the twelve research categories investigated. The conclusions discovered pertaining to differences between K-8 superintendents as compared to K-12 superintendents showed up in five of the twelve research categories investigated.