

**VIETNAMESE WOMEN FACULTY ATTAINING HIGHER
EDUCATIONAL LEADERSHIP POSITIONS AT AN GIANG
UNIVERSITY, VIETNAM: OPPORTUNITIES, BARRIERS AND
TRENDS FOR FUTURE LEADERSHIP CAPACITY DEVELOPMENT**

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ABSTRACT

A 2012 An Giang University (AGU) Report revealed a population breakdown of 48 percent men and 52 percent women working in various roles at the university. The number of women engaged in administrative positions at AGU continued to increase over the last ten years. However, only a small number of women (32 percent) has achieved key leadership positions such as Dean, Vice Dean, Chairman, and Vice Chairman of colleges and departments at the university. The principal board and higher level education administration positions are still viewed as masculine-dominated occupations (68 percent men). A qualitative phenomenological study was deployed to explore the lived experiences of women faculty attaining leadership positions. Three main themes emerged include (1) the availability of opportunities (institutional motivation and personal motivation), (2) barriers and challenges to leadership attainment (cultural norms, institutional obstacles, and personal obstacles), and (3) lack of preparation programs (mentoring and networking, women leadership training programs and workshops, and leadership skill development programs) for women. The findings of this study would be beneficial for educators, administrators, and policymakers from AGU and other Vietnamese institutions to determine policies, programs, and practices to support women in their advancement to leadership roles.