

REFERENCES

- Aburdene, P., & Naisbitt, J. (1992). Megatrends for women. New York, NY: Villard Books.
- Adams, E. F. (1978). A multivariate study of subordinate perceptions of and attitudes toward minority and majority managers. Journal of Applied Psychology, 63, 227-288.
- Adams, G. A. (1972). Watership down. New York, NY: MacMillan.
- Astraea: Goddess of justice who was the last of the deities to leave earth at the close of the golden age and become the constellation Virgo. (2000). Retrieved July 19, 2000 from the World Wide Web: <http://members.tripod.com/~Olympians/Astraea.html>.
- Baird, J. E. Jr., & Bradley, P. H. (1979). Styles of management and communications: A comparative study of men and women. Communication Monographs, 46, 101-111.
- Bakan, D. (1966). The duality of human existence. Chicago, IL: Rand McNally.
- Barnes, T. (1976). America's forgotten minority: Women school administrators. NASSP Bulletin, 60(399), 87-93.
- Bartol, K. M. (1973). Male and female leaders in small work groups: A study of satisfaction, performance, and perceptions of leader behavior. East Lansing, MI: Michigan State University.
- Bartol, K. M. (1986). Women and men in task groups. In R. Ashmore & F. Del Boca (Eds.), The social psychology of female-male relations (pp. 259-310). New York, NY: Academic Press.
- Bartol, K. M. & Wortman, M. S. Jr. (1979). Sex of leader and subordinate role stress: A field study. Sex roles, 5, 513-518.
- Bass, B. M. (1985). Leadership and performance beyond expectations. New York, NY: Free Press.
- Bass, B. M. (1990). Handbook of leadership: Theory, research, and managerial applications (3rd ed.). New York, NY: The Free Press.
- Belenky, M. F., Clinchy, B. M., Goldberger, N. R., & Tarule, J. M. (1986). Women's ways of knowing: The development of self, voice, and mind. New York, NY: Basic Books.
- Bem, S. L. (1974). The measurement of psychological androgyny. Journal Of Consulting and Clinical Psychology, 42 (2), pp.155-162.
- Bernard, J. (1979). Afterword. In J. A. Sherman & E. T. Beck (Eds.), The prism of sex (pp. 267-275). Madison, WI: University of Wisconsin Press.
- Bernard, J. (1981). The female world. New York, NY: The Free Press.

- Birdsall, P. (1980). A comparative analysis of male and female managerial communication style in two organizations. Journal of Vocational Behavior, 16, 183-196.
- Blake, R. R. & Mouton, J. S. (1964). The managerial grid. Houston, TX: Gulf Publishing.
- Bolen, J. S. (1984). Goddesses in everywoman: A new psychology of women. New York, NY: Harper & Row Publishers.
- Bowers, D. G., & Seashore, S. E. (1966). Predicting organizational effectiveness with a four-factor theory of leadership. Administrative Science Quarterly, 11, 238-263.
- Burgess, R. G. (Ed.). (1982). Field Research: A source book and field manual. London, England: Allen & Unwin.
- Burns, J. M. (1978). Leadership. New York, NY: Harper Torchbooks.
- Camden, C., & Witt, J. (1983). Manager communicative style and productivity: a study of female and male managers. International Journal of Women's Studies, 6, 258-269.
- Carolson, S. (1951). Executive behavior: A study of the work load and working methods of managing directors. Stockholm, Sweden: Strombergs.
- Cejka, M. A., & Eagly, A. H. (1999). Gender-stereotypic images of occupations corresponding to the sex segregation of employment. Personality and Social Psychology Bulletin. 25, (4), 413-423.
- Chein, I. (1981). Appendix: An introduction to sampling. In L. H. Kidder (Ed.), Selltiz, Wrightsman & Cook's research methods in social relations (4th ed.). New York, NY: Holt, Rinehart & Winston.
- Chodorow, N. (1978). The reproduction of mothering: Psychoanalysis and the sociology of gender. Berkeley, CA: University of California Press.
- Cirincione-Coles, K. (1975). The administrator: male or female? Journal of Teacher Education, 26(4), 326-328.
- Clarke, E. H. (1972). Sex in education; Or a fair chance for the girls. New York, NY: Arno Press.
- Clarke, E. H. (1873). Sex in education; Or a fair chance for the girls. Boston, MA: Osgood & Company.
- Crawford, M., & Marecek, J. (1989). Psychological reconstructs the female. Psychology of Women Quarterly, 13, 147-166.
- Cross, S. & Markus, H. (1993). Gender in thought, belief, and action: A cognitive approach. In A. Beall & R. Sternberg (Eds.), The psychology of gender (pp. 55-98). New York, NY: Guilford Press.

Daniels, A. K. (1975). Feminist perspectives in sociological research. In M. Millman & R. M. Kanter (Eds.), Another voice (pp. 340-380). New York: Anchor Press/Doubleday.

Day, D. R. & Stogdill, R. M. (1972). Leader behavior of male and female supervisors: a comparative study. Personnel Psychology, 25, 353-360.

Demeter. (2000). In Brittanica.com [Online]. Available: <http://britannica.com>.

Denison, D. (1990). Corporate culture and organizational effectiveness. New York, NY: John Wiley & Son.

Dobbins, G. H., & Platz, S. J. (1986). Sex differences in leadership: how real are they? Academy of Management Review, 11, 118-127.

Donnell, S. M. & Hall, J. (1980). Men and women as managers: a significant case of no significant difference. Organizational dynamics, 8, 60-77.

Drath, W. H. & Palus, C. J. (1994). Making common sense: Leadership as meaning-making in a community of practice. Greensboro, NC: Center for Creative Leadership.

Drucker, P. F. (1996). The leader of the future: new visions, strategies, and practices for the next era. San Francisco, CA: Jossey-Bass Publishers.

Drucker, P. F. (1989). The new realities: In government and politics/in economics and business/in society and world View. New York, NY: Harper & Row, Publishers.

Eagly, A. H. (1987). Sex difference in social behavior: A social-role interpretation. Hillsdale, NJ: Earlbaum.

Eagly, A. H., & Johnson, B. T. (1990). Gender and leadership style: A meta-analysis. Psychological Bulletin. 108, 233-256.

Eagly, A. H., Karau, S. J., & Makhijani, M. G. (1995). Gender and the effectiveness of leaders: A meta-analysis. Psychological Bulletin, 117, 125-145.

Eagly, A. H., Makhijani, M. G., & Klonsky, B. G. (1992). Gender and the evaluation of leaders: A meta-analysis. Psychological Bulletin, 111, 3-22.

Eagly, A. H., & Steffen, V. J. (1984). Gender stereotypes stem from the distribution of women and men into social roles. Journal of Personality and Social Psychology, 46, 735-754.

Eichler, M. (1980). The double standard. New York, NY: St. Martin's.

Eliot, T. (1943). Four quartets. New York, NY: Harcourt, Brace & Co.

Erikson, E. H. (1964). Childhood and society. New York, NY: Norton.

Eskilson, A. & Wiley, M. G. (1976). Sex composition and leadership in small groups. Sociometry, 39, 183-194.

Feistritzer E. (1988). Profile of School Administrators in the U.S. Washington, DC: National Center for Educational Administration.

Ferguson, K. E. (1984). The feminist case against bureaucracy. Philadelphia: Temple University Press.

Fiedler, F. E. (1964). A theory of leadership effectiveness. New York, NY: McGraw-Hill.

Fishel, A. & Pottker, J. (1973). Women lose out: Is there sex discrimination in school administration? The Clearing House, 47(7), 387-391.

Fishel, A. & Pottker, J. (1975). Performance of women principals: a review of behavioral and attitudinal studies. Journal of the National Association for Women Deans, Administrators and Counselors, 38(3), 110-117.

Fleishman, E. A. (1953). The description of supervisory behavior. Personnel Psychology, 37, 1-6.

Fleishman, E. A., & Harris, E. F. (1962). Patterns of leadership behavior related to employee grievances and turnover. Personnel Psychology, 15, 43-56.

Follett, M. P. (1924). Creative experience. New York, NY: Peter Smith.

Fontana, D. (1993). The secret language of symbols: a visual key to symbols and their meanings. London, England: Duncan Baird Publishers.

Fowler, G. D., & Rosenfeld, L. B. (1979). Sex differences and democratic leadership behavior. The Southern Speech Communication Journal, 45, 69-78.

Frasher, J. M. & Frasher, R. S. (1979). Educational administration: A feminine profession. Educational Administration Quarterly, 15(2), 1-13.

Gilbert, D. T., & Malone, P.S. (1995). The correspondence bias. Psychological Bulletin, 50, 21-38.

Gilligan, C. (1982). In a different voice: Psychological theory and women's development. Cambridge, MA: Harvard University Press.

Glass ceiling! It's more like a steel cage. (1995, March 20). Los Angeles Times, p. 4.

Graham, P. (Ed.). (1996). Mary Parker Follett: A prophet of management: A celebration of writings from the 1920s. Cambridge, MA: Harvard Business School Press.

Grambs, J. D. (1976). Women and administration: Confrontation or accommodation? Theory into practice. 15(4), 293-300.

Gray, J. (1992). Men are from mars, women are from venus. New York, NY: HarperCollins.

Greenleaf, R. (1971). The servant as leader. Indianapolis, IN: The Robert K. Greenleaf Center.

Greenleaf, R. (1977). Servant leadership. New York, NY: Paulist Press.

Gupta, N. Jenkins, D. Jr., & Beehr, T. (1983). Employee gender, gender similarity, and supervisor-subordinate corss-evaluation. Psychology of Women Quarterly, 8, 174-184.

Hales, C. P. (1986). What do managers do: A critical review of the evidence. Journal of Management Studies, 23, 88-115.

Halpin, A. W., & Winer, B. J. (1957). A factorial study of the leader behavior descriptions. In R. M. Stogdill and A. E. Coons, (Eds.), Leader behavior: Its description and measurement. Columbus, OH: Bureau of Business Research, Ohio State University.

Hancock, E. (1989). The girl within. New York, NY: Fawcett, Columbine.

Hanson, E. M. (1991). Educational administration and organizational behavior (3rd ed.). Needham Heights, MA: Allyn and Bacon.

Hare-Mustin, R. T., & Marecek, J. (1990). Gender and the meaning of difference. In R. T. Hare-Mustin & J. Marecek, Making a difference (pp. 22-64). New Haven, CT: Yale University Press.

Helgesen, S. (1990) The female advantage: women's ways of leadership. New York: Doubleday/Currency.

Helmich, D. L. (1974). Male and female presidents: some implications of leadreship style. Human Resource Management, 12, 25-26.

Hemphill, J. K. & Coons, A. E. (1957). Development of the leader behavior description questionnaire. In R. M. Stogdill & A. E. Coons (Eds), Leader behavior: Its description and measurement. Columbus, OH: Ohio State University.

Hersey P., & Blanchard, K. H. (1977). The management of organizational behavior (3rd ed.). Englewood Cliffs, NJ: Prentice-Hall.

Hersey, P., & Blanchard, K. H. (1988). Management of organizational behavior: Utilizing human resources (5th ed.). Englewood Cliffs, NJ: Prentice Hall.

Hillman, J. (1995). Kinds of power: A guide to its intelligent uses. New York, NY: Currency Doubleday.

Horner, M. (1972). Toward an understanding of achievement-related conflicts in women. Journal of Social Issues, 28, 157-175.

Horney, K. (1926). The flight from womanhood. In H. Kelman (Ed.), Feminine psychology (pp. 54-70). New York, NY: Norton, 1967.

House, R. J., & Mitchell, T. R. (1974). Path-goal theory of leadership. Contemporary Business, 3 (Fall), 81-98.

Huelskamp, R. M. (1993). Perspectives on education in America. Phi Delta Kappan, 74, 718-721.

Hulett, S. A. (1977). Women administrators in Missouri. School and Community, 43(5), 16, 27.

Hurst, D. K. (1984). Of boxes, bubbles, and effective management. Harvard Business Review, 3, 78-88.

Hyde, L. (1979). The gift: Imagination and the erotic life of property. New York, NY: Random House/Vintage.

Immegart, G. L. (1988). Leader and leader behavior. In N. J. Boyan (Ed.), Handbook of research on educational administration (pp. 259-277). New York, NY: Longman.

Instone, D., Major, B., & Bunker, B. B. (1983). Gender, self confidence, and social influence strategies: an organizational simulation. Journal of Personality and Social Psychology, 44, 322-333.

Johnson, C. (1992). Gender, formal authority, and leadership. In C. L. Ridgeway, Gender, interaction, and inequality (pp. 309-330). New York: Springer-Verlag New York, Inc.

Johnson, R. (1989). She. New York, NY: Harper & Row Publishers, Inc.

Joyce, B. (Ed.) (1990). Changing school culture through staff development. Alexandria, VA: Association for Supervision and Curriculum Development.

Kabacoff, R. I. (1998) Gender differences in organizational leadership: A large sample study. Paper presented at the Annual American Psychological Association Convention, San Francisco, CA.

Kaplan, R. E. (1986). The warp and woof of the general manager's job. In B. Schneider & D. Schoorman (Eds.), Facilitating work effectiveness. Lexington, MA: Lexington Books.

Katz, D., & Kahn, R. (1966). The social psychology of organizations. New York, NY: John Wiley & Sons.

Katz, M. S., Noddings, N., & Strike, K. A. (Eds.). (1999). Justice and caring: the search for common ground in education. New York, NY: Teachers College Press.

Katz, R. L. (1955). Skills of an effective administrator. Harvard Business Review, January-February, 33-42.

Koberg, C. S. (1985). Sex and situational influences on the use of power: a followup study. Sex Roles, 13, 625-639.

Korda, M. (1975). Power! How to get it, how to use it. New York, NY: Ballantine Books.

Lengermann, P. M. and R. A. Wallace. (1985) Gender in America: Social Control and Social Change. Englewood Cliffs, NJ: Prentice-Hall, Inc.

Lenz, E., & Myerhoff, B. (1985). Feminization of America: How women's values are changing our public and private lives. New York, NY: St. Martin's Press.

Lerner, G. (1987). The creation of patriarchy. New York, NY: Oxford University Press.

Likert, R. (1961). New patterns of management. New York, NY: McGraw-Hill.

Likert, R. (1967). The human organizations: Its management and value. New York, NY: McGraw-Hill.

Loden, M. (1985). Feminine leadership, or, how to succeed in business without being one of the boys. New York, NY: Times Books.

Lyons, N. (1983). Two perspectives: On self, relationships and morality. Harvard Educational Review, 53(2), 125-145.

Lyons, N. (1985, October). Overview: Perspectives on what makes something a moral problem. Paper presented at the annual meeting of the American Educational Research Association Special Interest Group: Research on Women in Education, Boston, MA.

Maccoby, E. E., & Jacklin, C. N. (1974). The psychology of sex differences. Stanford, CA: Stanford University Press.

Mann, F. C. (1965). Toward an understanding of the leadership role in formal organization. In R. Dubin, G. C. Homans, F. C. Mann, and D. C. Miller (Eds.), Leadership and productivity. San Francisco, CA: Chandler.

Manz, C. C. (1992). Mastering self leadership: Empowering yourself for personal excellence. Englewood Cliffs, NJ: Prentice Hall.

Manz, C. C., & Sims, H. P. Jr. (1991). Superleadership: Beyond the myth of heroic leadership. Organizational Dynamics, 19, 18-35.

Martin, P. Y. (1985). Group sex composition in work organizations: a structural-normative model. In S. Bacharach & R. Mitchell, (Eds.), Research in the sociology of organizations Vol. 5. (pp. 311-349). Greenwich, CT: JAI Press.

Maslow, A. (1987). Motivation and personality (3rd ed.). New York, NY: Harper & Row Publishers, Inc.

Maslow, A. (1954). Motivation and personality. New York: Harper & Row.

May, R. (1978) Power and innocence: A search for the sources of violence. New York, NY: Dell Publishing Co., Inc.

McCall, M. W. Jr., Morrison, A. M., & Hannan, R. L. (1978). Studies of managerial work: Results and methods. Technical Report No. 9. Greensboro, NC: Center for Creative Leadership.

Meigs, C. D. (1848). Females and their diseases: A series of letters to his class. Philadelphia, PA: Lea and Blanchard.

Merriam, S. B., & Simpson, E. L. (1995). Guide to research for educators and trainers of adults. (2nd edition). Malabar, FL: Krieger Publishing Company.

Meskin, J. D. (1974). The performance of women school administrators: A review of the literature. Administrator's Notebook, 23(1), 1-4.

Microsoft Corporation. (1997). MS Office. [Computer software] Redmond, WA.

Miller, J. B. (1976). Toward a new psychology of women. Boston, MA: Beacon.

Mintzberg, H. (1973). The nature of managerial work. New York, NY: Harper and Row, Publishers, Inc.

Mintzberg, H. (1980). The nature of managerial work. Englewood Cliffs, NJ: Prentice-Hall, Inc.

Miriam, S. B. (1988). Case study research in education. San Francisco, CA: Jossey-Bass Inc., Publishers.

Naisbitt, J. & Aburdene, P. (1990). Megatrends 2000: Ten new directions for the 1990s. New York, NY: William Morrow and Company, Inc.

National Commission on Excellence in Education. (1983). A nation at risk: The imperative for educational reform. Washington, DC: U.S. Government Printing Office.

Neumann, Erich. (1971). Amor and Psyche. Princeton, NJ: Princeton University Press.

Noddings, N. (1999). Caring and competence. In G. A. Griffin (Ed.) The education of teachers (pp. 205-220). Chicago, IL: University of Chicago Press.

Noddings, N. (1995). Philosophy of education. Boulder, CO: Westview Press.

Noddings, N. (1992). The challenge to care in schools: An alternative approach to education. New York, NY: Teachers College Press.

Noddings, N. (1991). The challenge to care in schools: Rethinking the goals of education. Williamsburg, VA: College of William and Mary.

- Noddings, N. (1984). Caring: A feminine approach to ethics and moral education. Berkeley, CA: University of California Press.
- Osborn, R. N., & Vicars, W. M. (1976). Sex stereotypes: an artifact in leader behavior and subordinate satisfaction analysis? Academy of Management Journal, 19, 439-449.
- Papalewis, R., & Brown, R. (1989). Colloquial gender communication style and student evaluation of instruction. Paper presented for The University of Sydney, Sydney, Australia.
- Parker, S. & Parker, H. (1979). The myth of male superiority: Rise and demise. American Anthropologist, 81(2), 289-309.
- Parsons, T. (1937). The structure of social action. New York, NY: McGraw-Hill.
- Parsons, T. & Bales, R. F. (1955). Family, Socialization and Interaction Processes. Glencoe, IL.
- Parlee, M. B. (1979). Psychology and women. Signs, 5(1), 121-133.
- Peters, T. J., & Waterman, R. H. Jr. (1982). In search of excellence: lessons from America's best-run companies. New York, NY: Warner Books, Inc.
- Popcorn, F. & Marigold, L. (1997) Clicking: 16 trends to future fit your life, your work, and your business. New York, NY: Harper-Collins Publishers, Inc.
- Powell, G. N. (1997). Leadership and Gender: Vive la difference? In M. R. Walsh (Ed.). Women, men, and gender: Ongoing debates. New Haven, CT: Yale University Press.
- Powell, G. N. (1988). Women and men in management. Newbury Park, CA: Sage Publications.
- Protas, A., Brown, G. & Smith, J. (1997). Dictionary of Symbolism. Retrieved July 19, 2000 from the World Wide Web: <http://www.umich.edu/~umfandsf/symbolismproject/symbolism.html>
- Qualis Research Associates. (1998). Ethnograph v5.0. [Computer software]. Thousand Oaks, CA.
- Rice, R. W., Instone, D., & Adams, J. (1984). Leader sex, leader success, and leadership process: two field studies. Journal of Applied Psychology, 69, 12-31.
- Richards, D. & Engle, S. (1986). After the vision: Suggestions to corporate visionaries and vision champions. In J. D. Adams (Ed.), Transforming leadership (pp. 199-215). Alexandria, VA: Miles River Press.
- Riger, S., & Galligan, P. (1980). Women in management: an exploration of competing paradigms. American Psychologist, 35, 902-910.

Rosener, J. B. (1990). Ways women lead. Harvard Business Review, 68, 119-125.

Rosener, J. B. (1995). America's competitive secret: utilizing women as a management strategy. New York, NY: Oxford University Press.

Sashkin, M. (1988). The visionary leader. In J. A. Conger and R. N. Kanungo (Eds.), Charismatic leadership: The elusive factor in organizational effectiveness. San Francisco, CA: Jossey-Bass.

Schaef, A. W. (1981). Women's reality: an emerging female system in the while male society. Minneapolis, MI: Winston Press.

Schein, E. H. (1965). Organizational psychology. Englewood Cliffs, NJ: Prentice-Hall.

Schein, E. H. (1992). Organizational culture and leadership (2nd ed.). San Francisco, CA: Jossey-Bass.

Schur, E. M. (1983). Labeling women deviant: Gender, stigma, and social control. Philadelphia, PA: Temple University Press.

Schwartz, F. N. (1989). Management women and the new facts of life. Harvard Business Review, 67, 65-76.

Seiber, S. D. (1975). Organizational influences on innovative roles. In J. V. Baldrige & T. E. Deal (Eds.), Managing change in educational organizations (pp. 75-97). Berkeley, CA: McCutchan.

Shakeshaft, C. (1987). Women in educational administration. Newbury Park, CT: Sage Publications, Inc.

Sherif, C. W. (1979). The womanly woman. In D. H. Laurence (Ed.), Selected non-dramatic writings of Bernard Shaw, (pp.224-230). Boston, MA: Houghton Mifflin.

Sims, H. P., & Lorenzi, P. (1992). The new leadership paradigm: Social learning and cognition in organizations. Newbury Park, CA: Sage.

Slocum, S. (1980). Woman the gatherer: Male bias in anthropology. In S. Ruth (Ed.), Issues in feminism (pp. 214-222). Boston, MA: Houghton Mifflin.

Smith, D. E. (1979). A sociology for women. In J. A. Sherman & E. T. Beck (Eds.), The prism of sex (pp. 135-187). Madison, WI: University of Wisconsin Press.

Smith-Rosenberg, C. (1983). The feminist reconstruction of history. Academe, 69(5), 26-37.

Spears, L. (Ed.). (1998). The power of servant-leadership: essays by Robert K. Greenleaf. San Francisco, CA: Berrett-Koehler Publishers, Inc.

Spears, L. (1999). Servant Leadership: Quest for Caring Leadership. [On-line]. Available: <http://greenleaf.org/carelead.html>. Accessed 7/8/99.

- Spender, D. (Ed.). (1981). Men's studies modified: The impact of feminism on the academic disciplines. Oxford, England: Pergamon Press.
- Some, M. (1993). Ritual: Power, healing and community. Portland, OR: Swan & Raven.
- Statham, A. (1988). Women working for women: The manager and her secretary. In A. Statham, E. Miller, & H. Mauksch (Eds.), The worth of women's work (pp. 225-243). New York, NY: State University of New York Press.
- Steiner, C. M. (1981). The other side of power. New York, NY: Grove Press.
- Stewart, R. (1967). Managers and their jobs. London, England: MacMillan.
- Stewart, R. (1976). Contrasts in management. Maidenhead, Berkshire, England: McGraw-Hill, UK.
- Stewart, R. (1982). Choices for the manager: A guide to understanding managerial work. Englewood Cliffs, NJ: Prentice Hall.
- Stodgill, R. M., Goode, O. S., & Day, D. R. (1963). The leader behavior of United States senators. Journal of Psychology, *56*, 3-8.
- Strauss, A. & Corbin, J. (1990). Basics of qualitative research. Newbury Park, CA: Sage Publications.
- Strauss, A. & Glaser, B. (1967). The discovery of grounded theory: Strategies for qualitative research. Hawthorne, NY: Aldine de Gruyter.
- Tannen, B. (1990). You just don't understand: Women and men in conversation. New York, NY: Ballantine Books.
- Tavris, C. (1992) The mismeasure of women. New York, NY: Simon & Schuster.
- Terborg, J. R. (1979). Women in management: a research review. Journal of Applied Psychology, *6*, 647-664.
- Tolkien, J. R. R. (1966). The hobbit: Or, there and back again. Boston, MA: Houghton Mifflin.
- Tye, B. (1990). Schooling in America today: potential for global studies. In K. A. Tye (Ed.), Global education: from action to thought. Alexandria, VA: Association for Supervision and Curriculum Development.
- Tye, K. A. (1990). Introduction: the world at a crossroads. In K. A. Tye (Ed.), Global education: from action to thought. Alexandria, VA: Association for Supervision and Curriculum Development.
- U. S. Bureau of the Census. (1992). Statistical Abstract of the United States: 1992 (112th ed.). Washington, D. C.: Government Printing Office.

U.S. Bureau of Labor Statistics. (1998). Labor force statistics from the current population survey (Annual average tables from the January 1998 issue of Employment and Earnings: Table 11) [on-line]. Available: <ftp://ftp/bls.gov/ub/special.requests/lf/aall.txt>.

Van Fleet, D. D., & Yukl, G. A. (1986). A century of leadership research. Paper. Academy of Management. Chicago.

Vecchio, R. P. (1997). Power, politics, and influence. In Vecchio, R. P. (Ed.), Leadership: Understanding the dynamics of power and influence in organizations. Notre Dame, IN: University of Notre Dame Press.

Walsh, M. R. (1997). Women, men & hender: Ongoing debates. New Haven, CT: Yale University Press.

Weber, M. (1964). The theory of social and economic organization (A. M. Henderson & T. Parsons, Trans.), T. Parsons (Ed.). New York, NY: Free Press.

Weskott, M. (1986). The feminist legacy of Karen Horney. New Haven, CT: Yale University Press.

Woolley, H. T. (1903). The mental traits of sex: An experimental investigation of the normal mind in men and women. Chicago, MA: University of Chicago Press.

Winter, D. A., & Green, S. B. (1987). Another look at gender-related differences in leadership behavior. Sex Roles, 16, 41-56.

Witkin, H. A. (1962). Psychological differentiation: Studies of development. New York: Wiley.

Yin, R. K. (1984). Case study research: Design and methods. Newbury Park, CT: Sage Publications.

Yukl, G. (1981). Leadership in organizations. Englewood Cliffs, NJ: Prentice Hall.

Yukl, G. (1998). Leadership in organizations (4th ed.). Upper Saddle River, NJ: Prentice Hall.

Yukl, G., & Falbe, C. M. (1990). Influence tactics in upward, downward, and lateral influence attempts. Journal of Applied Psychology, 75, 132-140.

Yukl, G., & Nemeroff, W. (1979). Identification and measurement of specific categories of leadership behavior: A progress report. In J. G. Hun and L. L. Larson (Eds.), Crosscurrents in leadership. Carbondale, IL: Southern Illinois University Press.