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**WOMEN'S LEADERSHIP IN PEDAGOGICAL EDUCATION:  
RESPONSE TO THE CHALLENGES OF OUR TIME**

**KEYWORDS:** leadership; women; pedagogical education; teacher's training college.

**ABSTRACT.** If we analyze the indexes of women's leadership in different branches, we will see that there are a lot of women-managers in education and health service today. This article is written by a woman-rector of Altai State Humanities Pedagogical University n.a. V.M. Shukshin (situated in Biysk, Russia). The article describes the activities and the development of this educational establishment when headed by a woman.

The first woman-rector was Valeriya Petrovna Nikishayeva; she worked out and implemented the system of education quality management and established a scientific research branch. As a Rector she enlarged facilities and resources of the university and thus new equipment was brought to improve education.

Today the university is included in the list of effective universities of Russia, it is constantly developing headed by a woman-rector. Altai State Humanities Pedagogical University n.a. V.M. Shukshin is the centre of additional education, retraining and advanced training, as well as the important platform of preparatory training. Scientific activity of the university has a high rating in the international rating system Webometrics. The university has long-term cooperation relations with the universities of Kazakhstan, China, Mongolia and Germany.

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**ЖЕНСКОЕ ЛИДЕРСТВО В ПЕДАГОГИЧЕСКОМ ОБРАЗОВАНИИ:  
ОТВЕТ НА ВЫЗОВ ВРЕМЕНИ**

**КЛЮЧЕВЫЕ СЛОВА:** лидерство; женщины; педагогическое образование; педагогические вузы.

**АННОТАЦИЯ.** Если проанализировать показатели женского лидерства по отраслям, то мы увидим, что больше всего женщин-руководителей в сферах образования и здравоохранения. Автор статьи женщин-руководителей на примере Алтайского государственного гуманитарно-педагогического университета им. В. М. Шукшина (город Бийск) показывает особенности деятельности и развития образовательного заведения под руководством женщины.

Под руководством первой женщины-ректора Валерии Петровны Никишаевой разработаны и внедрены система менеджмента качества образования, создан научно-исследовательский сектор. В качестве ректора она добилась значительного укрепления материальной базы университета, улучшения оснащения учебного процесса современным оборудованием.

Сегодняшняя эффективная деятельность университета и устойчивость его развития также осуществляется под женским руководством. АГГПУ им. В.М. Шукшина является центром дополнительного образования, повышения квалификации и переподготовки, а также центром довузовской подготовки. Научная деятельность вуза высоко оценивается престижным международным рейтингом Webometrics. Университет имеет долгосрочные международные связи с университетами Казахстана, Китая, Монголии, Германии.

Today, women's leadership arouses neither doubt, nor surprise. Can a woman be a leader? Yes, she can, and it's a proven fact.

It's a fact, supported not only by an article in the terminological dictionary ("women's leadership" – women's participation in working out and adopting decisions at various levels of state and social government /Dictionary of Gender Terminology) but by the life itself.

Women in the leadership of state structures, enterprises and higher education institutions have convincingly proved their ability to manage, to create a successful business and to lead others.

The force of women's leadership consists in its sensitivity, cooperation, interaction and emotions. Leadership based on female principles is in great demand nowadays, and not only

for women. Men can also benefit from it. Moreover, it is the only chance to survive at times of crises.

If we analyze women's leadership by trades, we shall see that there are more women leaders in education and medicine than in other industries. Even the Ministry of Education and Science of the Russian Federation has been headed by a woman leader – *Vasil'eva Olga Yur'evna*.

In my report today, I would like to stress the leadership positions of women leaders by the example of the *Shukshin Altai State Humanities Pedagogical University*.

The Shukshin Altai State Humanities Pedagogical University is a modern state-maintained higher education institution in the city of science Biysk.

The university unites traditions and innovations: on the one hand, it develops traditional areas of the humanities and natural sciences on the basis of fundamental research; on the other hand, it works in line with the requirements of our time and realizes new educational programs.

The Shukshin Altai State Humanities Pedagogical University has a distinguished history. The university's predecessor – teachers' institute – was founded in Biysk in 1939. It was situated in the buildings of the former non-classical secondary school (*Realschule* in German) and the Nikolaevskaya women's gymnasium built in the early 20<sup>th</sup> century. Both buildings are historic architectural monuments. In 1953, it received the status of a pedagogical institute, and in 2000, it was renamed into the Pedagogical State University, which was awarded the name of Vasiliy Makarovich Shukshin in 2001. In 2010, the University was renamed in the Shukshin Altai State Academy of Education, and in 2015 the Academy again became a University! – the Shukshin Altai State Humanities Pedagogical University.

From 1939 to 2004 the higher education institution (whatever the status) was headed by male Rectors. They were *Filipp Mikhaylovich Kan'shin (1939–1940)*; *Yuriy Petrovich Bulybenko (1940–1941)*; *Aleksandr Konstantinovich Kliment'ev (1942–1945)*; *Roman Kondrat'evich Chernikov (1945–1948)*; *Andrey Iosifovich Molchanov (1948–1952)*; *Nikolay Mikhaylovich Zhilyakov (1952–1953)*; *Ivan Efimovich Dudnikov (1953–1961)*; *Viktor Konstantinovich Savenko (1961–1964)*; *Fedor Ivanovich Tarasov (1964–1974)*; *Gavril Ivanovich Pribytkov (1974–1979)*; *Romual'd Arkhipovich Mal'kov (1979–1986)*; *Konstantin Georgievich Koltakov (1986–2004)*.

Since 2004, the situation has changed and the University management has been trusted to women. The first woman to become Rector was Valeriya Petrovna Nikishaeva – Candidate of Philology, Professor, Doctor of Philosophy, Corresponding Member of the International Academy of Sciences of Pedagogical Education. As University Rector, she managed to improve the material base of the university and to provide modern equipment for the academic process. A system of education quality management was worked out and implemented under her guidance, and a scientific-research sector was created.

Since 2014, the management of the Shukshin Altai State Humanities Pedagogical University has been my responsibility.

**Today**, the Shukshin Altai State Humanities Pedagogical University **has 6 faculties**: Faculty of Physics and Mathematics, Faculty of Natural Science and Geography, Faculty of Technology and Professional-Pedagogical Education, Faculty of Russian and Foreign Philolo-

gy, Faculty of History and Law; 9 Departments, which are headed in 99% of cases by women. Apart from the pedagogical areas of training, the University realizes the humanities programs; all basic educational programs have passed accreditation.

The University is especially proud of the fact that it trains specialists for the priority areas of development of Altai Krai – the biopharmaceutical cluster via the programs of “Biology”, “Bioecology” and “Industrial Management”, and the tourist cluster through the programs “Tourism”, “Design”, “Decorative Applied Art”.

Efficiency of the University's activity and stability of its development depend, to a large degree, on the effort and results of the staff activity, their competence, motivation, creative potential and innovative work.

The Shukshin Altai State Humanities Pedagogical University is a center of supplementary education, professional advancement and retraining, and a center of pre-university training. In 2016, these structural divisions received an income of more than 4 million rubles.

Systematic participation in the **Federal Internet Examination** in the sphere of professional education provides a comprehensive, objective and independent evaluation of the outcomes and quality of the University education. The quality certificates demonstrate evidence of the high level of the students' training.

**According to the results of independent expertise of education quality** of 506 higher education institutions carried out by the news agency “*Rossiya Segodnya*” under the support of the Ministry of Education and Science of the Russian Federation in November 2016, our University demonstrated competitiveness and was ranked high enough. Specifically, the University scored **10 points out of 10** on the parameters “Quality of Educational Services” and “Competence of the Staff”.

In 2005, Biysk received the status of a city of science, and the contribution of the Shukshin Altai State Humanities Pedagogical University to this honor was not the least one. Today, the University is often referred to as “university of the city of science”, imbedding in this comprehensive notion both enviable dynamics of the University development, and the modern quality of education, and evident developmental reserves.

The main index of the growing competitiveness of the Shukshin Altai State Humanities Pedagogical University consists in improvement of the **quality of scientific-research activity**.

The University's scientific activity is highly evaluated by the prestigious international ranking system Webometrics. This year, the same as in previous years, the Shukshin University

ranked second among the higher education institutions of Altai Krai, and took 150<sup>th</sup> position among 1223 higher education institutions.

According to the Russian Science Citation Index, the Shukshin Altai State Humanities Pedagogical University ranks fourth out of 11 higher education institutions of the Region by the average number of citation per publication; and by the average number of publications per author it ranks second after the Altai State University.

Our University is competitive in the sector of academic science, too. According to the results of the latest Federal monitoring of scientific organizations and higher education institutions in 2015, we ranked 59<sup>th</sup> out of 1400 higher education institutions and scientific-research institutes of Russia by indices of publishing activity per 100 members of the staff.

All these achievements improve the indices of the city of science and contribute to the preservation of its status.

The University has long-term international relationships with the universities of Kazakhstan, China, Mongolia and Germany. Cooperation with Mongolian higher education institutions is more effective; it facilitates reinforcement of the position of the University as a center of intercultural interaction between two neighboring states.

The main challenge our University faces in the field of international activity consists in internalization which includes development of international academic partnership with foreign universities and scientific organizations, fostering international academic mobility and internationalization of the scientific-pedagogical staff, students and educational programs.

The cooperation geography is represented by Mongolia, China, Germany, the USA, Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan. The cooperation results in joint scientific-practical conferences, seminars, festivals, forums, academic exchanges of lecturers and students.

A big Russian-Mongolian festival “Druzhba – Nayramdal – 2016” with the participation of university teachers and students from the universities of Ulan-Bator and Khovd was held on the base of our University on September 20, 2016 within the framework of cooperation between the Shukshin Altai State Humanities Pedagogical University and Universities of Mongolia.

Six students of our University took courses of study at the Dalian University of Foreign Languages in 2016–2017 under the Agreement on Cooperation with the Dalian University of Foreign Languages (of 17.09.2009). With the help of grant support provided by the Confucius Institute, four students of the Faculty of

Russian and Foreign Philology took a course of study at Chinese universities in the 2016/2017 academic year.

In 2016, two students of the Dalian University of Foreign Languages (Yang Fan and Li Xiao-Hui) took a course of study at the Shukshin University in the “Russian Language”. On September 1, 2017, Li Xiang entered the Faculty of Russian and Foreign Philology.

On March 10, 2017 the students of the Shukshin Altai State Humanities Pedagogical University K. T. Zherzhisova, M. S. Askankova, A. A. Koroleva took part in the regional competition “Siberian Calidoscope-2017” – 12<sup>th</sup> Oral Art Competition in Oriental Languages among higher education institutions of Western Siberia (NSTU, Novosibirsk).

An Olympiad in the Chinese language for students of the pedagogical universities of the Siberian Region is traditionally held on the base of our University.

In 2015–2016, Candidate of Philology, researcher of the Shukshin Altai State Humanities Pedagogical University U. M. Trofimova conducted linguistic interviews with Chinese students of the city of Dalian within two Russian Humanitarian Science Foundation (RGNF) projects. On the assignment of the Department of the Russian language of the Dalian University of Foreign Languages, Ul'yana Mikhaylovna gave a number of lectures and master-classes on the problems of investigation of Modern Russian and in political linguistics.

The majority of social projects at the Shukshin Altai State Humanities Pedagogical University carried out with grant support are headed by women. Let me introduce only some of them.

The project “**Collection of Learning Audio Materials Fund for Students with Visual Impairments**” has been realized in the University since September 2016 under the guidance of the Library Director **Galina Viktorovna Silkina**. The project includes the creation of a series of textbooks for the programs realized in the University as special support for partially and totally blind students. The textbooks can be listened to with the help of modern typhlo flash players which allow easy access to the content of the textbooks.

At present, in Biysk and in Russia in general, there are collections of audio books, mostly fiction, but there are no university audio textbooks.

In addition, the library creates work places for students with visual impairments equipped with Voco. Professional units, including professional headphones and software using the “Type with your Voice” technology (designed and produced in Russia by the LLC “Center for Speech Technologies”, St. Petersburg).

The project was supported by the open charitable competition “New Role of Libraries in Education”.

The project headed by **Pershina Natal'ya Anatol'evna** – Youth Rehabilitation educational forum of persons with visual disorders “Working Together is Success” – receives annual support of the Governor of Altai Krai. Specialists in the field of inclusive education and rehabilitation from all over Russia traditionally get together on the base of the University.

In 2015, **Pyatunina Ol'ga Ivanovna** and **Shubina Ol'ga Aleksandrovna** also received the Governor's support for the realization of the authored project “**A Sacred Gift of Life**”. About 15 public lectures-presentations “A Sacred Gift of Life” for first and second year University students and students of secondary vocational education institutions of Biysk aimed at prevention of abortion and careful attitude to newly conceived life and pregnant women were given within the framework of the project. The total number of participants of the project is more than 1000 people. The project results were presented at the IV All-Russian Forum “Sacred Motherhood” in Kazan organized by the Fund of the Holy Apostle Saint Andrew the First-Called and the Center for National Glory.

Head of the Laboratory for Preventive Deviantology, candidate of psychology, associate professor **Guseva Tat'yana Arturovna** has realized the project “Take a Good Breath, City of Science!” which received the grant support of the “Agency for Culture, sport and youth policy of the City of Biysk Administration”. An exhibition of demotivators for prevention of tobacco smoking by young people of Biysk was held within the framework of the project.

Many socially significant projects are being realized in the city and the region in the field of youth policy, and the University has serious achievements in this area. Thus, a grand opening of the gallery of poster graphics “He-

roes of our Time” took place in Lenin Street in 2016. Implementation of this project by the student of the Faculty of Technology and Professional-Pedagogical Education **Dar'ya Savrikova** under the guidance of the teachers of Department of Visual Arts and Design **Natal'ya Sergeevna Mamyrina** and **Aleksandra Viktorovna Kopytina** became possible due to the grant for realization of a socially significant project within the program “Youth of the City of Science Biysk for the years 2014-2016”. The lives of the contemporary Heroes of Russia who risked their lives saving other people became the topic of the current project. That is why the realization of this project is so important in education of patriotism among the growing generation, as it is aimed at preservation and facilitation of such human traits as decency and purity, courage and responsibility, as well as at prevention of extremist manifestations among young people.

In 2015, Candidate of Geology and Mineralogy, researcher **Tabakaeva Evgeniya Mikhaylovna** was the winner of the contest “Young Scientists of the City of Science” and received financial support for realization of the project “Definition of ore-bearing criteria for magma complexes of Altai region to determine the content of gold (by the example of the Chuya gold deposit)”.

**In conclusion**, I would like to note that it is not only on the example of a separate institution but of the whole society that the role of the woman-leader is growing from year to year.

There is no doubt that the woman's love and devotion to the cause, optimism, creative attitude and pursuit of creativity can make a woman a true business partner for the man. We can hope that it is Russia with its national mentality and traditional respect for the woman – mother, worker and procreator of the human race – that will look for and find new gender management models for the sake of its future flourishing.

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