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### Would you Trust a Woman? The Impact of Gender on Organizational Trust in Student Leadership at Universities

Abigail Heller

Delaney Snead

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# Would you Trust a Woman?

## The Impact of Gender on Organizational Trust in Student Leadership at Universities

Abigail E. Heller and Delaney R. Snead  
Longwood University

### INTRODUCTION

In the present study, we completed an extension on the target article which focused on significant trust in female leaders rather than male leaders (Joshi & Diekmann, 2021).

Perception of leaders is relative in the aspect that females may be trusted more due to the increasing inclusivity of leadership roles (Eagly et. al, 1996). These findings lead to the proposition that we may see a higher presence of female trust in the Student Government Association (SGA) and Fraternity and Sorority Life (FSL) than males due to perception after data collection and analysis. However, a pattern did emerge that brought attention to the organizations used in the scenarios. This led us to wonder whether female leaders in university organizations heighten beliefs about organizational trust.

### HYPOTHESIS

Participants will provide greater levels of organizational trust when a female student leader is present as compared to when a male student leader is present in university organizations.

### METHOD

#### Participants

- 43 participants
  - $\mu$  age= 19.51,  $SD$ = 1.18
  - 39 females and 4 males
  - Randomly assigned to one of four scenario versions

#### Materials and Procedure

- Within Subjects Design
- IV: Gender (male and female)
- DV: Level of Trust
- Participants read four scenarios regarding student leadership (male/female and SGA/FSL)
- Instructed to rate level of trust on a Likert scale of 1 (strongly disagree) to 10 (strongly agree)
- Completed a series of demographic questions



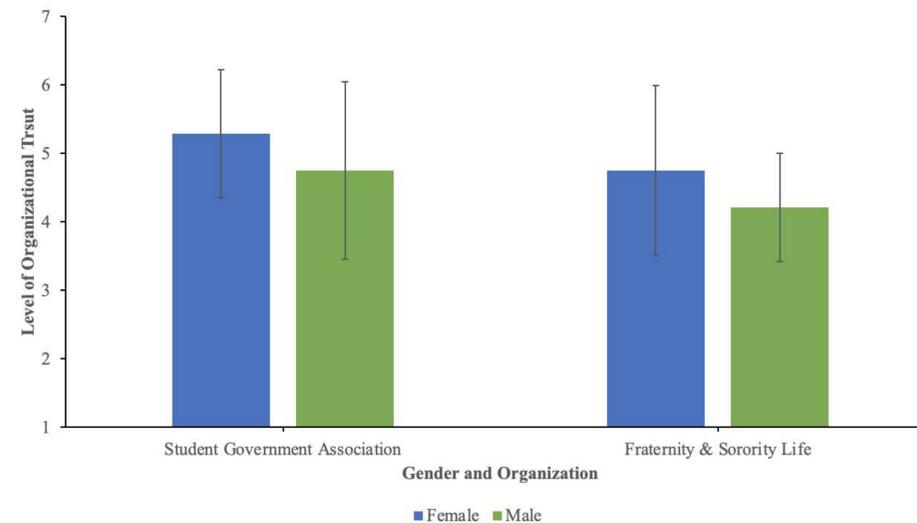
James/Ben is the President of Fraternity and Sorority Life/Student Government Association. He currently attends the University to earn his bachelor's degree in Economics/Business and is actively involved on campus.

Mary/Jennifer is the President of Fraternity and Sorority Life/Student Government Association. He currently attends the University to earn his bachelor's degree in Economics/Business and is actively involved on campus.

- I would be treated fairly by X in FLS/SGA*
- I would trust X to treat me fairly*
- I would be willing to put in extra effort if X asked me to*
- My values and the values of FSL/SGA are very similar*
- I would like to join an organization that has similar values as those of FSL/SGA*

(Strongly Disagree) 1 2 3 4 5 6 7 (Strongly Agree)

### RESULTS



A repeated measures Analysis of Variance (ANOVA) was used to test the study hypothesis. A difference between gender and organization was found when comparing the four scenarios  $F(3, 126) = 17.424, p = .001$ , indicating that participants rated female student leaders higher in Fraternity and Sorority Life ( $M = 4.7535; SD = 1.23661$ ) and the Student Government Association ( $M = 5.2930; SD = .79324$ ) than male student leaders in Fraternity and Sorority Life ( $M = 4.2140; SD = 1.29864$ ) and the Student Government Association ( $M = 4.7535; SD = .92668$ ). The female FSL and male SGA were similar ( $p$ 's  $\leq .001$ ), however the female SGA and Male FSL significantly differed ( $p$ 's  $\geq .001$ ).

### DISCUSSION

- Collectively, women were rated higher in trust by participants
- Student Government Association (SGA) was rated higher in both males and females
- Fraternity and Sorority Life (FSL) was the lowest rated organization in males and females
- Perspectives such as SGA being more prestigious to FSL
- Stereotyping against Greek Life at Universities
- Government positions may be more male dominated
- Greek life may be more female dominated.
- The study may be improved by more similar organization choices, different races of leaders, or comparing other gender identities.

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