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**THE ROLE OF WOMEN'S LEADERSHIP IN THE DEVELOPMENT
OF THE INSTITUTE OF PSYCHOLOGY OF THE USPU**

KEYWORDS: women; leadership; international educational projects; psycho-pedagogical training; teaching psychologists; Psychology students.

ABSTRACT. The article is devoted to the description of the role of women's leadership in the birth and development of one of the "youngest" divisions of the Ural State Pedagogical University – Institute of Psychology. The author notes that irrespective of the fact that the first Faculty Dean (later on – Institute Director) was a man, the history of the creation of the Institute of Psychology is to a large extent associated with the activity of women-leaders. The article outlines the contribution of Doctor of Psychology, Professor Svetlana Aligar'evna Minyurova who headed the Institute from 2002 to 2014. When she was Director, the number of the education fields realized by the Institute increased from one to five, the number of the students grew twentyfold, and the competition for state-sponsored enrollment became one of the highest at the University. S. A. Minyurova organized a number of unique events which later became "signature" projects of the Institute. The author states that being a talented leader and constantly improving her own leadership properties, S. A. Minyurova has managed to build up a unique creative atmosphere at the Institute stimulating each student and faculty member to become initiators and organizers of educational, scientific and socio-cultural projects. This statement is illustrated by examples of such projects as the project of Associate Professor of Department of General Psychology of the Institute Nataliya Olegovna Leonenko ("Intercultural Dialogue in Russian"), and the project of Associate Professor of Department of Social Psychology, Conflictology and Management Svetlana Gennad'evna Krylova ("Global Leadership"). The activity of Doctor of Psychology, Professor Nataliya Nikolaevna Vasyagina who has headed the Department of Psychology of Education for 15 years is a priceless developmental resource of the Institute of Psychology. Due to her leadership properties, the department effectively realizes numerous educational and scientific innovations and ranks high in scientific-research activity among the University departments. In January 2014, the Head of Department of Social Psychology, Conflictology and Management, Candidate of Pedagogy, Associate Professor Lyudmila Aleksandrovna Maksimova became Director of the Institute. New professional educational programs of bachelor's and master's degree courses have been worked out and innovative interdisciplinary projects have been successfully realized under her management. By way of summing up, the author makes a conclusion that the Institute of psychology is a salient example of women's leadership in higher education.

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**РОЛЬ ЖЕНСКОГО ЛИДЕРСТВА
В РАЗВИТИИ ИНСТИТУТА ПСИХОЛОГИИ УРГУ**

КЛЮЧЕВЫЕ СЛОВА: женщины; лидерство; международные образовательные проекты; психологическое образование; подготовка психологов; студенты-психологи.

АННОТАЦИЯ. Статья посвящена описанию роли женского лидерства в становлении и развитии одного из самых «молодых» подразделений Уральского государственного педагогического университета – института психологии. Автор отмечает, несмотря на тот факт, что первым деканом факультета (в дальнейшем института) психологии был мужчина, история становления института во многом связана с деятельностью лидеров-женщин. Обозначается вклад доктора психологических наук, профессора Светланы Алигарьевны Минюровой, возглавлявшей институт с 2002 по 2014 год. Под ее руководством число направлений подготовки, реализуемых институтом, возросло с одного до пяти, количество студентов увеличилось в 20 раз, конкурс на бюджетные места стал одним из самых высоких в вузе. С.А. Минюрова организовала ряд уникальных мероприятий, ставших впоследствии «фирменными» проектами института. Автор отмечает, что, являясь ярким лидером и постоянно совершенствуясь в развитии собственных лидерских качеств, С.А. Минюровой удалось создать в институте уникальную творческую атмосферу, позволяющую каждому студенту и сотруднику выступать инициатором и организатором образовательных, научных, социально-культурных проектов. Автор в качестве примеров приводит проекты доцента кафедры общей психологии института Наталии Олеговны Леоненко («Межкультурный диалог по-русски») и доцента кафедры социальной психологии, конфликтологии и управления Светланы Геннадьевны Крыловой («Глобальное лидерство»). Бесценным ресурсом развития института психологии становится деятельность доктора психологических наук, профессора Наталии Николаевны Васягиной, 15 лет возглавляющей кафедру психологии образования. Благодаря ее лидерским качествам, кафедра успешно реализует многочисленные образовательные и научные инновации, занимает лидирующие позиции в рейтинге научно-исследовательской работы среди других кафедр университета. С января 2014 года институт

возглавила заведующая кафедрой социальной психологии, конфликтологии и управления, кандидат педагогических наук, доцент Людмила Александровна Максимова. Под ее руководством разрабатываются новые профессиональные образовательные программы бакалавриата и магистратуры, успешно реализуются новые проекты междисциплинарного характера. В заключение автор делает вывод о том, что институт психологии представляет собой яркий пример проявления женского лидерства в высшем образовании.

This year, the Institute of Psychology of the Ural State Pedagogical University celebrates its 20th anniversary. In spite of the fact that the initiator of the creation and the first Dean of the faculty (from 1997 to 2002) was a man – Candidate of Psychology, Associate Professor Pyatinin Andrey Engel'sovich, the Institute owes much for its development to women's leadership.

A most significant contribution to the organization and advancement of the Institute of Psychology was made by Doctor of Psychology, Professor Svetlana Aligar'evna Minyurova who headed the Institute from 2002 to 2014. Due to her energy and indisputable leadership properties the Institute of Psychology became one of the leading divisions of the University regularly demonstrating high academic achievements and significant results of scientific work, and realizing educational programs that are popular with the applicants. When she was Director, the number of the education fields realized by the Institute increased from one to five, the number of the students grew twentyfold, and the competition for state-sponsored enrollment became one of the highest at the University. S. A. Minyurova organized a number of unique events which later became "signature" projects of the Institute. For example, the Institute of Psychology becomes a site of the third (final) stage of the All-Russian Student Olympiad in pedagogy and psychology. Teams from all over Russia come to take part in the Olympiad: from Yuzhno-Sakhalinsk and Krasnoyarsk to Volgograd and Arkhangelsk. During the Olympiad events, students have a chance to demonstrate not only theoretical knowledge in the field of psychology and pedagogy but can also show their skills of solving difficult problems emerging in the professional activity of a pedagogue-psychologist. Special attention in designing Olympiad tasks is given to bringing out and developing leadership properties of the participants. For example, one of the traditional tasks of the distance stage of the Olympiad presupposes design and realization of the student's own psycho-pedagogical project. Analysis of achievements of the winners of previous years Olympiads allows us to make a conclusion that the competences acquired by them during Olympiad tasks completion made it possible for them to take leading positions in the professional community.

Defense of Doctoral and Candidate dissertations by the Institute lecturers becomes an

indicator of high creative and scientific potential of the division headed by S. A. Minyurova: N. N. Vasyagina [5], S. V. Dukhnovskiy [6], K. V. Adushkina [1], Yu. V. Bratchikova [2], T. V. Valieva [4], R. A. Valiev [3], I. V. Zausenko [7], E. N. Kostareva [8], S. G. Krylova [9], L. A. Maksimova [11], E. V. Maratkanova [12], E. N. Grigoryan (Rybakova) [13], A. M. Skotnikova [14], E. A. Teterleva [16], N. A. Ustinova [17], K. S. Chechulina [18], K. M. Shcherbakova [19]. Those years witnessed the creation and active development of the scientific schools of S. A. Minyurova and N. N. Vasyagina.

Being a talented leader and constantly improving her own leadership properties, S. A. Minyurova has managed to build up a unique creative atmosphere at the Institute stimulating each student and faculty member to become initiators and organizers of educational, scientific and socio-cultural projects. The project "Student Forge" organized by students and realized for many years may serve as a good example. During the project, every student has an opportunity to present the results of their scientific-research work or project activity to their teachers and peers in the situation of informal communication. Another example of such project is the international educational project "Intercultural Dialogue in Russian" organized by Candidate of Psychology, Associate Professor of Department of General Psychology of the Institute Nataliya Olegovna Leonenko. The project allows students from different countries to develop one of the most urgent world competences – the competence in the area of efficient intercultural interaction.

The project under the leadership of Associate Professor of Department of Social Psychology, Conflictology and Management Svetlana Gennad'evna Krylova "Global Leadership" started in 2013 within the framework of the Agreement with East Carolina University (USA). The aim of the project is to acquaint the students with the modern research in the sphere of leadership and to help them develop their own individual style of leadership.

Implementation by S. A. Minyurova of the quality management system based on the combination of the principles of personal leadership and delegated responsibility became one of the instruments of development of the leadership properties of the staff. At present, being First Vice Rector – Deputy Rector for Academic Activity of the University, S. A. Minyurova initiates and coordinates the University's par-

ticipation in significant all-Russian and international projects: modernization of pedagogical education in the Russian Federation, approbation of professional standards of the pedagogue and the pedagogue-psychologist, network cooperation, etc.

The activity of Doctor of Psychology, Professor Nataliya Nikolaevna Vasyagina who has headed the Department of Psychology of Education for 15 years is a priceless developmental resource of the Institute of Psychology. Due to her leadership properties, the department effectively realizes numerous educational and scientific innovations: works out experimental educational programs, signs network agreements with the leading Russian universities for training students, holds international scientific conferences, etc. At present, Nataliya Nikolaevna is a coordinator of implementation of the professional standard of the pedagogue-psychologist in Sverdlovsk Region, efficiently represents the Institute in the professional community. She is a member of the Federal academic-methodological union "Education and Pedagogical Sciences" and of the dissertation council in pedagogical psychology.

In January 2014, the Head of Department of Social Psychology, Conflictology and Management, Candidate of Pedagogy, Associate Professor Lyudmila Aleksandrovna Maksimova became Director of the Institute. New professional educational programs of bachelor's and master's degree courses have been worked out and innovative interdisciplinary projects have been successfully realized under her management. The Institute of Psychology becomes a center for training mediators for school reconciliation facilities, coordinates the process of training profilers and polygraphologists, and initiates the student project "Financial Literacy of the Modern Young People" and many other projects.

Currently, the Institute has 1200 students, and realizes 14 basic professional educational bachelors' and masters' degree programs. Staff analysis shows that 86% of the Institute teachers are women; they occupy practically all administrative positions: of director, deputy directors and heads of departments. Thus, the Institute of psychology is a salient example of women's leadership in higher education.

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