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**Gender Representation Within Communication among
Officials at State Islamic University in Indonesia**

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Abstract
This research aims to see gender representation within communication among officials in State Islamic University in Indonesia and how women occupying structural positions at State Islamic University in Indonesia are viewed. This is qualitative descriptive research carried out in UIN Sunan Ampel Surabaya, UIN Maulana Malik Ibrahim Malang, UIN Sultan Maulana Hasanuddin, and UIN Syarif Hidayatullah Jakarta. Data were obtained from observation and interviews. The theory used in this study follows Max Weber's bureaucratic theory regarding gender representation in organizational communication, namely the existence of authority, specialization and regulations in organizations (universities). This is in accordance with research findings that the bureaucracy of UIN Sunan Ampel Surabaya, UIN Maulana Malik Ibrahim Malang, UIN Sultan Maulana Hasanuddin and UIN Syarif Hidayatullah Jakarta in accordance with Max Weber's theory has fulfilled the characteristics of bureaucracy, namely having authority or power, specialization in the division of work (fields) without distinguishing between men and women, and there are regulations that all university personnel must obey. The most important results of this study include are: (1) there is representation of women occupying structural positions in higher education, (2) women have the right to occupy structural positions in higher education based on their ability, (3) there is no differentiation in communication between men and women who hold positions in universities; (4) communication among officials in universities prioritizes integrity, friendship, kinship, responsibility and professionalism without discriminating gender and positions (members or leaders).

Keywords: Communication, Gender Representation, Officials, State Islamic University, Strategic Positions, Right To Occupy

Introduction
Gender representation in organizations, including universities, is little represented by women in strategic positions and is not comparable to men. Gender inequality seen from the contribution of women in strategic positions in higher education can be influenced by the existence of communication processes in society related to various parts and layers of culture and several social processes that exist in that society, as well as images of life that can influence society both individually, in groups, or the wider community, which also has an impact on the underrepresentation of women in

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