

Research question

What are the motivations of Black women deans to work at an HBCU?

Sub-Question

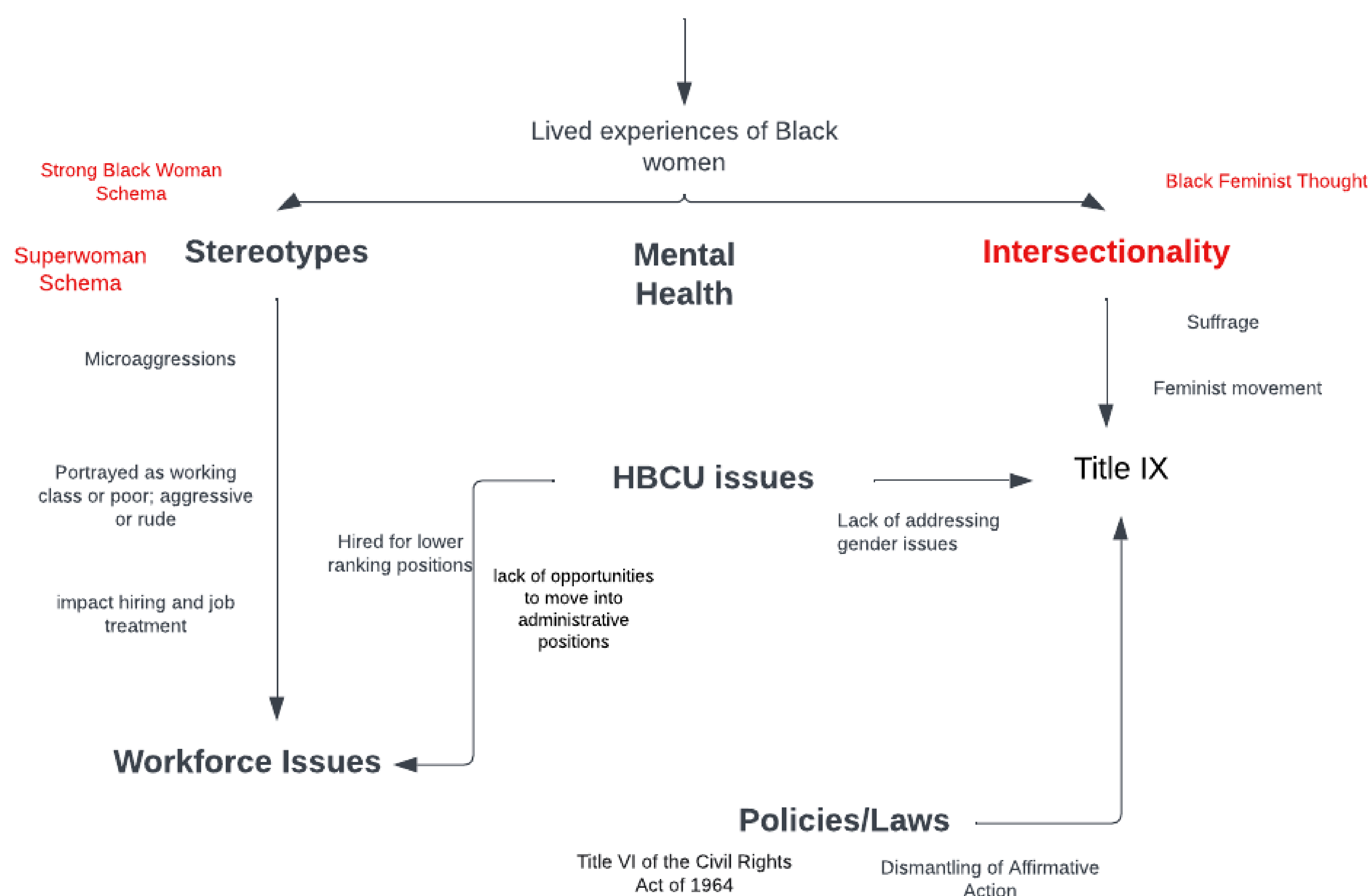
How does intersectionality impact the motivations of Black women deans at HBCUs?

Importance of Study

Black women are underrepresented at the administrative levels of HBCUs. Even though Black women are the highest population of students attending HBCUs, they are the lowest population represented in administration at HBCUs (Tracking Gender Gap, 2022). This disproportional representation allows for Black women to be overlooked and excluded regarding mental health resources, workplace opportunities, and policies and laws (Smith, 2017; Williams et al., 2021). Black women must endure the covert and overt stereotypes and microaggressions of their working environment as well (Williams et al., 2021). Discussing the positive and negative experiences these Black women face are key to discovering how Black women endure and are resilient to discrimination.

Theory Development

Narrative Theory



Methodology

- Sample size will be 6-7 Black women currently serving in different departments as deans at Motivating Educational Journeys University, one of the largest HBCUs in North Carolina.
- All participants will be asked the same questions and allotted plenty time to engage in conversation and tell their stories.
- Storytelling (narratives) has been utilizing by Black people as a method of understanding and describing our pain and triumphs (Goodale & Godsil, 2013).
- Narrative interviews utilizing open-ended questions will be conducted virtually.
- Interviews will be recorded to allow for natural conversation initially and the ability to revisit and note take following the interview.

Problem Statement

This qualitative study seeks to interview Black women serving as deans at Motivating Educational Journeys University (an HBCU in North Carolina) in order to discover what motivated them to work at an HBCU, what motivated them to remain at an HBCU, and how intersectionality has impacted their experiences.