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# **GRASS ROOTS AND GLASS CEILINGS**

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**African American  
Administrators in  
Predominantly White  
Colleges and Universities**

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**William B. Harvey, Editor**

# Grass Roots Glass Ceilings African Ame

**Sharon Collins**



## **Grass Roots Glass Ceilings African Ame:**

### **Measuring Glass Ceiling Effects in Higher Education: Opportunities and Challenges** Jerlando F. L.

Jackson,Elizabeth M. O'Callaghan,Raul A. Leon,2014-07-30 This volume offers readers a comprehensive means to understanding glass ceiling effects in higher education Each chapter approaches the glass ceiling from a different perspective providing compelling arguments that truly highlight the importance and usefulness of collecting data on this topic Institutional decision makers will find valuable information to confront the challenge of glass ceiling effects across different institutional environments Likewise institutional researchers will find step by step protocols to collect and analyze glass ceiling data as well as a variety of rich examples Readers will not only find this sourcebook useful for institutional planning purposes but it will also help them truly understand how the glass ceiling impacts women and people of color in higher education

**African American Females** Eboni M. Zamani-Gallaher,Vernon C. Polite,2013-07-01 African American Females Addressing Challenges and Nurturing the Future illustrates that across education health and other areas of social life opportunities are stratified along gender as well as race lines The unequal distribution of wealth power and privilege between men and women intersects with race and class to create multiple levels of disadvantage This book is one result of a unique forum intended to bring into focus the K 12 and postsecondary schooling issues and challenges affecting African American girls and women Focusing on the historical antecedents of African American female participation and the contemporary context of access and opportunity for black girls and women the contributors to this collection pay particular attention to the interaction of gender with race ethnicity class age and health with the central aim of encouraging thoughtful reading critical thinking and informed conversations about the necessity of exploring the lives of African American females Additionally the book frames important implications for recommended changes in policy and practice regarding a number of critical matters presently affecting African American females in schools and communities across the state of Michigan and nationwide

**Higher Education: Handbook of Theory and Research** John C. Smart,2010-04-28 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on twelve general areas that encompass the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

**The Quest for Equity in Higher Education** Beverly Lindsay,Manuel J. Justiz,2001-08-16 Investigating the role of equity diversity and affirmative action in colleges and universities in the United States this book critically examines the issues in light of public debates voter referenda and legislative enactments seeking to influence public policy The

contributors argue that providing information and critical skills to students and scholars preparing students for the world of work especially in a rapidly changing technological environment and generating new research and knowledge bases are missions of higher education that can be enhanced with affirmative action as a form of equity

**What Makes Racial Diversity Work in Higher Education** Frank W. Hale, 2023-07-03 A unique reference describing successful diversity initiatives in higher education Higher education like the nation is facing major demographic changes Our colleges and universities recognize they not only have to be more inclusive but that they have to provide an environment that will effectively retain and develop the growing population of ethnically and racially diverse students How ready are they and what should they be doing Frank W Hale Jr known as the Dean of Diversity for his pioneering efforts in establishing Ohio State as one of the institutions graduating the most Black Ph D s has gathered twenty two leading scholars and administrators from around the country who describe the successful diversity programs they have developed Recognizing the importance of diversity as a means of embracing the experiences perspectives and expertise of other cultures this book shares what has been most effective in helping institutions to create an atmosphere and a campus culture that not only admits students faculty and staff of color but accepts and welcomes their presence and participation This is a landmark reference for every institution concerned with inclusivity and diversity The successes it presents offers academic leaders much they can learn from and ideas and procedures they can adapt as they discuss and develop their own campus policies and initiatives

Contributors Samuel Betances Donald Brown Carlos E Cort s Myra Gordon Linda S Greene Frank W Hale Jr Margaret N Harrigan William B Harvey Freeman A Hrabowski III Lee Jones William Brit Kirwan Paul Kivel Antoinette Miranda Jo Ann Moody Leslie N Pollard Neil L Rudenstine William E Sedlacek Mac A Stewart M Rick Turner Clarence G Williams Raymond A Winbush

*Women Administrators in Higher Education* Jana Nidiffer, Carolyn Terry Bashaw, 2001-01-04 Shows the tenacious spirit and hard work of women administrators in their struggles to enhance opportunities for women on college campuses

*Capitalizing Knowledge* Henry Etzkowitz, Andrew Webster, Peter Healey, 1998-09-24 Examines current trends toward increasing links between industry and academia and the resulting commercialization of universities as they seek to capitalize their research

*Black Corporate Executives* Sharon Collins, 1997 Against the backdrop of increasing ambivalence in the federal government commitment to race based employment policies this book reveals how African Americans first broke into professional and managerial jobs in corporations during the sixties and offers in depth profiles of their subsequent career experiences Two sets of interviews with the most successful Black executives in Chicago s major corporations are used to demonstrate how the creation of the Black business elite is connected to federal government pressures and black social unrest that characterized the civil Rights movement in the sixties Black Corporate Executives presents first hand the dilemmas and contradictions that face this first wave of Black managers and reveals a subtle new employment discrimination Corporations hired these executives in response to race conscious political pressures and shifted

them into racialized positions directing affirmative action programs or serving special markets of minority clients customers or urban affairs Many executives became as one man said the head Black in charge of Black people These positions gave upper middle class lifestyles to those who held them but also siphoned these executives out of mainstream paths to corporate power typically leading through planning and production areas As the political climate has become more conservative and the economy undergoes restructuring these Black executives believe that the importance of recruiting Blacks has waned and that the jobs Blacks hold are vulnerable Collins Lowry s analysis challenges arguments that justify dismantling affirmative action She argues that it is a myth to believe that Black occupational attainments are evidence that race no longer matters in the middle class employment arena On the contrary Blacks progress and well being are tied to politics and employment practices that are sensitive to race Author note Sharon M Collins teaches Sociology at the University of Illinois in Chicago

**After Obama** Todd Shaw,Robert A Brown,Joseph P McCormick II,2021-02-16 Examines the complicated political legacy of our first black president Written during the presidency of Donald Trump After Obama examines the impact President Barack Obama and his administration have continued to have upon African American politics In this comprehensive volume Todd C Shaw Robert A Brown and Joseph P McCormick II bring together more than a dozen scholars to explore his complex legacy including his successes failures and contradictions Contributors focus on a wide range of topics including how President Obama affected aspects of African American politics how his public policies influenced the quality of Black citizenship and life and what future administrations can learn from his experiences They also examine the present day significance of Donald Trump in relation to African American politics A timely and thorough work After Obama provides the first examination of the Obama administration in its entirety and the lasting impact it has had on African American politics

**Women at Indiana University** Andrea Walton,2022-07-05 The first in depth look at how women have shaped the history and legacy of Indiana University Women first enrolled at Indiana University in 1867 In the following years they would leave an indelible mark on this Hoosier institution However until now their stories have been underappreciated both on the IU campus and by historians who have paid them little attention Women at Indiana University draws together 15 snapshots of IU women s experiences and contributions to explore essential questions about their lives and impact What did it mean to write the petition for women s admission or to become the first woman student at an all male university To be a woman of color on a predominantly white campus To balance work studies and commuting entering college as a non traditional student How did women contribute to their academic fields and departments How did they tap opportunities confront barriers and forge networks of support to achieve their goals Women at Indiana University not only opens the door to a more inclusive and accurate understanding of IU s past and future but also offers greater visibility for Hoosier women in our larger understanding of women in American higher education

**Grassroots at the Gateway** Clarence Lang,2010-04-23 This is a theoretically sophisticated and thoroughly documented historical case study of the movements for African American

liberation in St Louis Through detailed analysis of black working class mobilization from the depression years to the advent of Black Power award winning historian Clarence Lang describes how the advances made in earlier decades were undermined by a black middle class agenda that focused on the narrow aims of black capitalists and politicians The book is a major contribution to our understanding of the black working class insurgency that underpinned the civil rights and Black Power campaigns of the twentieth century V P Franklin University of California Riverside A major work of scholarship that will transform historical understanding of the pivotal role that class politics played in both civil rights and Black Power activism in the United States Clarence Lang s insightful engagingly written and well researched study will prove indispensable to scholars and students of postwar American history Peniel Joseph Brandeis University Breaking new ground in the field of Black Freedom Studies Grassroots at the Gateway reveals how urban black working class communities cultures and institutions propelled the major African American social movements in the period between the Great Depression and the end of the Great Society Using the city of St Louis in the border state of Missouri as a case study author Clarence Lang undermines the notion that a unified black community engaged in the push for equality justice and respect Instead black social movements of the working class were distinct from and at times in conflict with those of the middle class This richly researched book delves into African American oral histories records of activist individuals and organizations archives of the black advocacy press and even the records of the St Louis economic power brokers whom local black freedom fighters challenged Grassroots at the Gateway charts the development of this race class divide offering an uncommon reading of not only the civil rights movement but also the emergence and consolidation of a black working class Clarence Lang is Assistant Professor in African American Studies and History at the University of Illinois at Urbana Champaign Photo courtesy Western Historical Manuscript Collection University of Missouri St Louis

**Unfinished Agendas** Judith Glazer-Raymo, 2008 Drawing on research this volume explores issues faced by women as newly minted PhDs as faculty members as administrators and as academic leaders It describes women s struggles with the multiple demands of productivity accountability family work responsibility and the subconscious dance of identities within various cultural contexts

**Retaining African Americans in Higher Education** Lee Jones, 2023-07-21 Retention of African Americans on campus is a burning issue for the black community and a moral and financial one for predominantly white institutions of higher education This book offers fresh insights and new strategies developed by fifteen scholars concerned by the new climate in which affirmative action is being challenged and eliminated This is the first book devoted specifically to retention of African Americans in higher education and is unique in addressing the distinct but inter related concerns of all three affected constituencies students faculty and administrators Each is considered in a separate section The student section shifts attention from to paraphrase McNairy fixing the student to focussing on higher education s need to examine and where appropriate revise policies curriculum support services and campus climate Responding to the new agenda shaped by the

opponents of affirmative action but rejecting the defensive x percent solutions espoused by its proponents this book puts forward new solutions that will provoke debate Section II begins with a survey of the literature on African American administrators and presents a Delphi study of twelve administrators to provide an understanding of pathways and barriers to success The contributors then consider the importance of developing community support and creating alliances the role of mentoring and the setting of clear expectations between the individual and the institution Starting with the recognition that African Americans represent less than five percent of full time faculty the chapters in the final section examine the effects of the dismantling of affirmative action the consequences of faculty salaries trailing more lucrative non academic employment the declining enrollment of students of color the politics of promotion and tenure and issues of identity and culture The book concludes by stressing the roles that parents faculty and administrators must play to empower African American students to take responsibility for their own academic performance This is a compelling controversial and constructive contribution to an issue of national importance

**Diverse Administrators in Peril** Edna Chun, Alvin Evans, 2015-12-03 *Diverse Administrators in Peril* is the first in depth examination of the work experiences of minority female and LGBT administrators in higher education Written by two award winning practitioners in higher education this vivid and intensive study of American leadership from the inside out illuminates how the collision between everyday life and systems of power takes place in patterns of subtle discrimination Based on scores of interviews with diverse administrators the book examines patterns of racism sexism and heterosexism that persist in the highest administrative ranks and provides concrete strategies and models for inclusive leadership practices

**Racism in Contemporary America** Meyer Weinberg, 1996-05-23 *Racism in Contemporary America* is the largest and most up to date bibliography available on current research on the topic It has been compiled by award winning researcher Meyer Weinberg who has spent many years writing and researching contemporary and historical aspects of racism Almost 15 000 entries to books articles dissertations and other materials are organized under 87 subject headings In addition there are author and ethnic racial indexes Several aids help the researcher access the materials included In addition to the subject organization of the bibliography entries are annotated whenever the title is not self explanatory An author index is followed by an ethnic racial index which makes it convenient to follow a single group through any or all the subject headings This is a source book for the serious study of America s most enduring problem as such it will be of value to students and researchers at all levels and in most disciplines

**The Black Male in White America** Jacob U. Gordon, 2004 This book explores twelve related research topics each constituting a chapter These chapters reflect the magnitude of the problems facing the African American male The book also documents the success stories of African American men and how they have lived beyond stereotypes and other odds These issues are not likely to go away in the 21st century They require government action and individual initiative toward a civil society in which America s promise can be a reality for all Americans thus making sure that no single American will be left behind Contents Preface African

American Males in Kindergarten African American Males in Higher Education African American Fatherhood Theatre and the Re Creation of the Black Experience Contributions of African American Males to the Sciences and Medicine The African American Male in American Journalism African American Males and the Economics of Poverty The Black Male in the Clinton Administration Transitioning African American Men From the Prison Back to the Community African American MSM The Black Male and Recent U S Policy Toward Africa Foreign Born Black Males The Invisible Voices Towa

**Grassroots and Coalitions** Michael Mitchell, David Covin, 2013-09-06 The main focus of this volume is an exploration of the patterns of competition for political power at the state and local levels in American politics This volume looks at institutionalized patterns of black political power as they have evolved in the aftermath of the civil rights movement in the 1960s The editors argue that enough time has elapsed to warrant a new look at the circumstances in which black politics in America has played out Chapters include an examination of the ability of black candidates to win statewide elections with crucial white support an analysis of the impact of local political organizations in enhancing the chances of black candidates in winning local races a look at the messages of black pastors regarding solidarity with the Latino community and an investigation of the extent of the differences in the political participatory styles of poor blacks and poor whites The editors note that changes have taken place as black American politics has confronted new complexities A works in progress section explains how theories of racial violence can be used to analyze racial incidents in the United States Other essays include reflections on blacks in Brazil and in urban American politics

*The Duality of Women Scholars of Color* Beverly Irby, Gaëtane Jean-Marie, Cosette M. Grant, 2014-03-01 The seven chapters address long standing concerns from first hand perspectives regarding women of color faculty in the academy the marginalization of women of color scholars in the academy and the benefits of mentoring support Discussion of such are threaded throughout this book Mentoring has been a practice of leadership since Greek times and research has documented the advantages of mentoring Aligned with the authors espoused mentoring perspectives in this book is the coined concept of synergistic mentoring Accordingly Synergistic mentoring is defined as a mentor and mentee working together collaboratively to a generate a greater good for both b integrate diverse perspectives into the context and c construct together an otherwise unattainable goal attempted independently The authors of this book seek to enlighten dynamic and critical discussions by and about women of color in the academy Conceivably the most intriguing part of each chapter is the methodological approaches used to address race gender and social justice in the academy Qualitative methods dominate the chapters with effective use of personal narratives and the lived experiences of the participants The voices of those often ignored or forgotten are examined building on the legacy of women of color in the academy who paved the way for this generation and future scholars of color Moreover the chapters presented herein challenge assumptions perspectives and beliefs about the significance of women of color scholars in the academy They are provocative and provide direction for future research that advance knowledge and understanding for a better society based on social justice equity and equal



opportunity They also give voice to both the shared diverse and common experiences of this group of women scholars of color and provide useful guidance and new perspectives on transforming the world's academics into more inclusive and equitable environments around the globe Thomas Hollenshead 2001 Ultimately outcomes from these collections of scholarly discourse may have important implications for effective policy and program practice that raise important questions about institutional commitments that advocate for the advancement of women of color in the academy **Faculty Diversity** JoAnn

Moody, 2013-06-17 Why do we see so little progress in diversifying faculty at America's colleges universities and professional schools This book explores this important question and provides steps for hastening faculty diversity Drawing on her extensive consultant practice and expertise as well as research and scholarship from several fields Dr Moody provides practical and feasible ways to improve faculty recruitment retention and mentorship especially of underrepresented women in science related fields and non immigrant minorities in all fields The second edition of Faculty Diversity offers new insights strategies and caveats to the current state of faculty diversity This revised edition includes New strategies to prevent unintended cognitive bias and errors that damage faculty recruitment and retention Expanded discussion on the importance of different cultural contexts political and historical experiences inhabited and inherited by non immigrant faculty and students Increased testimonials and on the ground reflections from faculty administrators and leaders in higher education with new attention to medical and other professional schools Updated Appendix with Discussion Scenarios and Practice Exercises useful to search and evaluation committees department chairs deans faculty senates and diversity councils Expanded chapter on mentoring that dispels myths about informal mentoring and underlines essential components for formal programs Moody provides an essential reliable and eye opening guide for colleges medical and other professional schools that are frustrated in their efforts to diversify their faculty **Doing the Public Good** Kenneth P. Gonzalez, Raymond V.

Padilla, 2023-07-03 How can scholars reconnect themselves and their students to higher education's historic but much diluted mission to work for the public good Through the lenses of personal reflection and auto ethnography and drawing on such rich philosophical foundations as the Spanish tradition of higher learning the holistic Aztec concept of education the Hispanic notion of bien educado and the activist principles of the Chicano movement these writers explore the intersections of private and public good and how the tension between them has played out in their own lives and the commitments they have made to their intellectual community and to their cultural and family communities Through often lyrical memoirs reflections and poetry these authors recount their personal journeys and struggles often informed by a spiritual connectedness and always driven by a concern for social justice and show how they have found individual paths to promoting the public good in their classrooms and in the world beyond Contributors include Jennifer Ayala Dolores Delgado Bernal Flora V Rodriguez Brown Kenneth P Gonzales Miguel Guajardo Francisco Guajardo Aida Hurtado Maria A Hurtado Arcelia L Hurtado Raymond V Padilla Caroline Sotello Viernes Turner and Luis Urrieta Jr

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