

## Centering Black Women: Magnifying Powerful Voices

Christen Priddie  
Dajanae Palmer  
Samantha Silberstein  
Allison BrckaLorenz

## Black Women in Academia

- As of 2016, Black women occupied less than 3% of all faculty positions at Bachelor-granting institutions (National Center for Education Statistics, n.d.)
- Black women experience the double bind status of navigating a marginalized race and gender in academic spaces

## Literature Review

- Experiences of sexism and racism across multiple types of institutions (Hartley, 2008; Ricks, 2012)
- Take on high loads of teaching and service (Evans & Cokley, 2008; Griffin, 2013)

## Our Contribution to Existing Research

- Large scale, multi-institutional quantitative study on Black women faculty
- Move beyond descriptive information with within-group comparative analysis

## Positionality

- Collaboration amongst quantitative and qualitative researchers
- Intentionality to center the voices of Black women faculty
- Bias from a place of care in the storytelling

## Theoretical Framework

- Critical Race Feminism
  - Racism is essential
  - Value experiential knowledge
  - Challenge Whiteness
- Look within group differences to honor that Black women faculty are not a monolith

### Data Source and Method

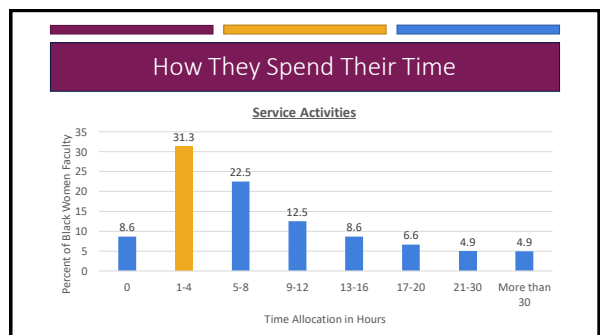
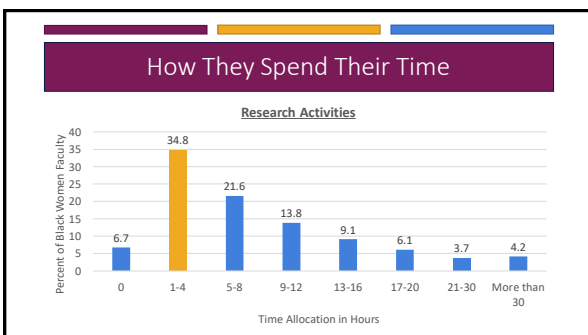
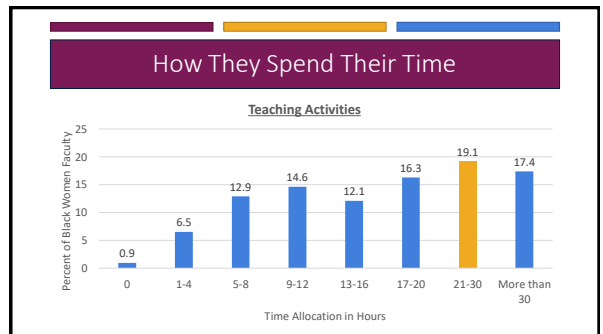
- Faculty Survey of Student Engagement (FSSE) data
  - 2014 – 2018 administrations
- 1639 Black women faculty
  - 295 4-year institutions
- Descriptive statistics and within group comparisons

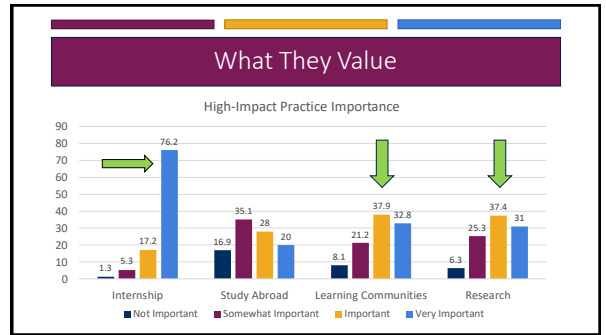
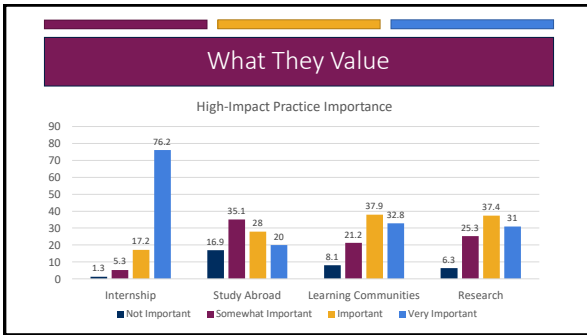
### Who Are They?

<p><b>Rank</b></p> <ul style="list-style-type: none"> <li>• 31% Adjunct</li> <li>• 27% Assistant professors</li> <li>• 20% Associate professors</li> <li>• 22% Instructors</li> </ul>	<p><b>Tenure</b></p> <ul style="list-style-type: none"> <li>• 42% not on tenure track positions at their institution</li> <li>• 20% on tenure track</li> <li>• 25% tenured</li> </ul>
---	---

### Who Are They?

- 36% employed at HBCUs
- 31% 10-19 years of teaching experience
- Academic Disciplines
  - Health Professions (17%)
  - Education (14.5%)
  - Social Sciences (14.3%)
  - Arts & Humanities (13.6%)





### Chi-Square Analyses

Discipline	Non-HBCU	HBCU
Arts & Humanities		
Bio Sci, Agric, & Nat Resources	↓	↑
Phys. Sci, Math, & CS		
Social Sciences	↑	↓
Business		
Comm, Media, & PR		
Education		
Engineering	↓	↑
Health Professions		
Social Services Professions		
Other discipline		

Arrows represent notable adjusted residual differences less than -2 or greater than 2 in chi-square analysis.

### Chi-Square Analyses

Discipline	Non-HBCU	HBCU
No tenure system	↑	
Not on tenure track	↑	
On tenure track		↑
Tenured		↑

Arrows represent notable adjusted residual differences less than -2 or greater than 2 in chi-square analysis.

### Chi-Square Analyses

Discipline	No tenure	Not on tenure	Tenure track	Tenured
Arts & Humanities				
Bio Sci, Agric, & Nat Resources		↓		↑
Phys. Sci, Math, & CS				
Social Sciences				
Business	↑			↓
Comm, Media, & PR				
Education		↓		
Engineering				
Health Professions				
Social Services Professions				
Other discipline		↑	↓	↓

Arrows represent notable adjusted residual differences less than -2 or greater than 2 in chi-square analysis.

- ### Discussion
- Opening the door for future large-scale studies of Black women faculty without comparison to “normal”
  - 36% of Black women faculty are employed at HBCUs
    - Must work to understand the conditions Black women faculty face
    - More represented in STEM fields
  - Focus on research and service activities

## Implications

- Research
  - Intersectional lens to see within group difference, more exploration in perceptions of institutional environments
- Practice
  - Shared work of all faculty teaching about diverse perspectives
- Policy
  - Reshape the tenure process to include the values of Black women to challenge Whiteness embedded in the process.

## Final thoughts and questions?

### Thanks for joining us!

Website: [FSSE.indiana.edu](http://FSSE.indiana.edu)  
 E-mail: [FSSE@indiana.edu](mailto:FSSE@indiana.edu)  
 Blog: [NSSEsightings.indiana.edu](http://NSSEsightings.indiana.edu)  
 @NSSEsurvey  

