

TITLE We Are Not The Maid: Identifying and Leveraging Leadership Opportunities that Align with Career Goals

TRACK: Leadership

ABSTRACT OF TOPIC

Research consistently tells us that the presence of Black women is limited in the higher-ranking positions in the academy (Henry & Glen, 2009; Madsen, 2012). Black women are limited in the tenured ranks, as full and distinguished professors, provosts, and presidents. . A study titled “Maids of Academe: African American Women Faculty at Predominantly White Institutions”, noted the disproportionate roles of African American women to assume service, teaching and research roles when compared to white counterparts by comparing their roles to that of maids (Harley, 2007). In addition, they are often given leadership opportunities without pay or support. Some would call these “Title Only” positions. In many cases the title doesn’t come with the power needed to complete the expectations of the role. The limitations of these type of leadership opportunities are consistent with black women being viewed as the maids of academia. This workshop will discuss identifying leadership opportunities that align with career aspirations. This workshop will reveal how to identify those leadership opportunities that are “Title Only” positions. In addition, this workshop will prepare participants to negotiate leadership opportunities so that they better prepare you for your next career move. Participants will learn how to turn a “Title Only” opportunity into a rewarding opportunity that aligns with career goals. Participants will also learn how to turn down a leadership opportunity while leaving the door open for more leadership opportunities.

LEARNING OUTCOMES

1. Gain understanding of the leadership experiences of black women in the academy.
2. Learn to align career goals with leadership opportunities.
3. Learn how to identify “Title Only” positions.
4. Learn ways to negotiate limited leadership roles into opportunities for advancement towards career aspirations.
5. Learn how to turn down a leadership opportunity without closing the door

Delivery- 45 Minute Interactive Presentation and Discussion

- Presentation of experiences of black women in leadership roles in the academy. Questions posed to audience to identify characteristics of title only positions.
- Presentation of how to identify “Title Only Positions” and how to negotiate these roles for advancement towards career aspirations.
- Role play in pairs on negotiating leadership opportunities to transform them into

advancement opportunities.

- Presentation of how to turn down a leadership opportunity without shutting the door completely.
- Role play on turning down leadership opportunities.
- Discussion of the importance of not accepting leadership opportunities that do not align with career aspirations or offer opportunity to advance towards aspirations

References.

Harley, D. (2008). Maids of academe: African American women faculty at predominately white institutions. *Journal of African American Studies*. 12, 19-36.

Henry, W., Glenn, N. (2009). Black women employed in the ivory tower: Connecting for success. *Advancing Women in Leadership Journal*. 29 (2), 1-18.