Factors That Impact Black Nurses’ Leadership Opportunities in Higher Education

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Background
- Lack of Black women represented in higher-education among nursing faculty is a challenge that affects the profession of nursing
- Identified barriers:
  - Leadership
  - Self-efficacy
  - Mentoring
  - Institutional Support
  - Racism
  - Financial disparities

Conclusion
- There was a statistically significant relationship when comparing self-efficacy and institutional support. Such significant findings remind administrators and educators to value Black and African-American nurses working in higher-education along with greater institutional support.
- The current research did not examine Black nurses responses compared with other ethnic groups. Self-efficacy among Black nurses is worth further exploration because the current research indicates a gap in the literature for Black nurses and educators within higher-education.

Goal of the Study
- The purpose of this study was to explore the barriers to Black nurse leaders that results in their underrepresentation in academia in the State of Illinois. The dependent variable was leadership opportunities. The independent variables were: racism, financial disparity, self-efficacy, mentoring, leadership attributes, and institutional support.
- Success measured by leadership opportunities was used to measure faculty achievement for attaining positions in higher-education or nursing administrator roles.

Methodology
- Mixed method, explanatory correlational study (Creswell, 2014)
- Independent Variable: Leadership opportunities
- Dependent Variables: racism, leadership attributes, mentoring, institutional support, self-efficacy and financial disparity
- Conducted in Illinois
- Colleges and universities with nursing programs

Results

<table>
<thead>
<tr>
<th></th>
<th>Leadership</th>
<th>Self-efficacy</th>
<th>Mentoring</th>
<th>Institutional Support</th>
<th>Racism</th>
<th>Financial Disparity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correlation</td>
<td>Pearsons</td>
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<td></td>
<td>0.096</td>
<td>-0.074</td>
<td>-0.390</td>
<td>-0.390</td>
<td>-0.483</td>
<td>-0.704</td>
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<td>Significance</td>
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