

ETHNOGRAPH RESEARCH PAPER

Name

Institutional Affiliation

ESSAYS
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Title

Study of African American leadership in higher education administration

Introduction to Ethnography

INTRODUCTION

Ethnography refers to the study of systematic recording of human culture mostly through field work. The study is based on observation and recording of people's culture. This study involves two main steps. The first step encompasses observation and recording of information and the second step entails the analysis of the data collected. The following paper describes the three-level problem experienced in ethnography, purpose statement, and justifications based on the study and its potential benefit. It develops two research questions that define ethnography scope, as well as describes the sampling methodology, the sample participants, research location and data collection procedure.

The study is guided by the inadequate representation of African Americans in institutions of higher learning, as well as inadequate mentorship, which has gone ahead to undervalue the diversity of culture. In a modern world, it is still easy to find an evidence of inadequate recruitment and racial barriers in higher educational establishments. There has been a professional barrier that seems to interfere with the advancement of African American staff in institutions of higher learning. Sometimes, they can get leadership positions, but their role is usually limited and there is a rare chance to be involved into administration. The study will seek to investigate educational qualification and career experiences relating to senior African American education administrators. The research will be conducted in New Jersey to analyze the

inadequate representation of African American administrators in higher educational establishments of University Microfilms (2005).

Three-Level Problem Statement

Age, gender, and level of education are important statistics to demonstrate the administration level within these institutions of learning. The level of education and experience is used as the main factor for the determination of level of administration one can hold in these institutions. In most cases, racism has acted as one of the barriers because it turned into inherent quality in the country (Myran, 2003). The education strategies of the minority are not the same with other people. Racism has been proven to play a big role in the education policies concerning African Americans. According to the data collected, the representation of Afro-American society in higher educational establishments was inadequate. The data indicated that the abilities of African Americans to hold such position were possible. Generally, education has a great influence on the leadership positions. Institutions at every level must understand the importance of diversity in the system of study. Adapting to the various cultural diversities positively influences all organizations and the whole American community. The findings of this research have been provided for recommendations on the basis of conclusive understanding of matters concerning the institutions. The main purpose of the study is to establish the interrelation between appropriate changes in strategies and measures to diversify the leadership initiatives and mentor methodologies in these higher educational establishments. The data was also provided for the creation of skillful cultural education leaders in the administration posts to enhance the cultural diversity and take heterogeneous ethnicity presented in institutions of higher learning into consideration (Wood, 2009). According to statistics, 50 percent of black

teachers who work in higher education institutes have a majority of black students. The overall representation of black administrators in the institutions of higher learning in America is rated at 2.3 percent (Wood, 2008). The main objective of this ethnographic research is to unearth and single out the barriers that inhibit the advancement of African Americans who seek out to get administrative positions in academic institutions.

PURPOSE STATEMENT

Qualitative and quantitative purposes of this ethnographic investigation are to understand and comprehend the beliefs and the initiators of barriers that inhibit the admission of African Americans to job positions in institutions of higher learning. The determination and discovery of beliefs and initiators of these barriers will provide for the insights of institutions to adopt intervention that encourages and enhances incorporating African Americans in the administrative jobs fostering diversity of ethnic culture.

Central Research Question

What are the professional barriers that have hampered the advancement of African Americans in getting leadership positions in higher education institutes?

Subquestions

1. What are the experiences of African American staff and other workers in institutions of higher learning?
2. What opinion do the African Americans have concerning the leadership

styles in higher educational establishments?

3. What are the views of African Americans in relation to diversity in other educational institutions exceeding high school?

Setting, Sampling Criteria, Participants, and Data-Collection Procedures

The setting of ethnographic study was formulated to undertake the survey of three states: Delaware, Pennsylvania, and New Jersey.

The sample, according to specifications of the research, must be the participation of African Americans. It should be connected with the specification of the US Census Bureau of African Americans. In order to participate in the interview, the people under investigation must be 18 years and older, as well as literate and fluent in English.

Chosen participants serve as the main informants in the research study. These informants are engaged with an aim of providing the detailed insight concerning the cultural aspect involved in the research. The main informants are expected to reveal firsthand experience and information that meet the requirements of the research concerning the cultural issues (Lodico & Spaulding, 2010). This will contribute to the collection of accurate information concerning the barriers that inhibit Afro-Americans to attain job positions as administrators in institutions of higher education. The research will involve 10 main informants.

After the data collection method has been chosen for the study, the participants are first identified. A questionnaire will be formulated in order to act as a guideline in the interview process. The data will be obtained

through the interview, and one hour will be dedicated to each person. The participants will consist of male and female administrators who must be African American. The sample participants will be chosen from administrators of different institutions from Delaware, Pennsylvania, and New Jersey. The purpose of these exemplary participants is to identify the barriers that impede the African Americans from obtaining top administration posts in institutions of higher education.

Defense and Research Design

Mixed and diverse methodologies should be used to conduct this research. The researchers should be able to incorporate qualitative and quantitative approach in carrying out the investigation. The integration of the two methodologies should enhance the efficacy of this research study. The formulation and integration of these methodologies will also ensure that the intended outcome of the research is attained.

Though there is a lot of criticism concerning ethnography, the reliability and authenticity of this research depend on data analysis efficacy. Effective ethnographers should be able to initiate interpretive approaches in the study of any culture. They should be able to approve their evidence beyond reproach in order not to leave any space for skepticism emanating from postmodernism. A steadfast researcher in this field should defend ethnography and iron out postmodern critics (Fetterman, 2010). This is achievable if the data assessment process is enhanced in line with the new trends ensuring credibility and validity of the process is realized effectively. This shall reduce the criticism concerning ethnography that has persisted over time. The unique complications and patterns of the barriers concerning the advancement of African American people to obtain the position of

administrators in high educational establishments are demonstrated and discovered through the appliance of ethnographic research. Hence, there is a need to analyze the view of African Americans concerning the barriers that inhibit their advancement to higher posts, especially as administrators in academic institutions. The researcher should obtain rich and deepened descriptions about the studied culture.

Unit Reflection

The most critical aspect brought about by this research is the importance of fieldwork. Fieldwork is relevant in the compilation and subsequent completion of ethnographic research. The analysis of the study proved that though there is a survey of another culture being conducted through the interview, observations cannot be turned down since they help in giving the firsthand information concerning the discrimination of ethnic culture. The researcher has provided an extended understanding of the diversity of ethnographic study, which we were previously not aware of. Ethnography provides us with lessons and demonstrations that are beyond description and observation. The interpretation of the culture once conclusively conducted reflects rich understanding and meaning of the culture under study since it is different from our own (Merriam, 2009). In relation to other forms of research, ethnography differs in the sense that it uses main informants as participating sample. This study relies upon key informants because, in most cases, ethnography does not involve a recurrent research of the same culture. These participants are effective because they are conversant with the culture under study and are usually able to aid and give direction to the researcher in order to be admitted by the culture under investigation (Lodico & Spaulding, 2010). Generally, ethnographic studies do not provide time schedule for the completion of its principle task. In this

study, the use of informants is necessary to obtain an accurate information. The incorporation of other participants rather than the main ones can to some extent affect the results of the study if proper analysis does not coincide with the data obtained from these two sources.