

# *Oluwafunke M. Folarin*

## *Leadership Studies*

### *The Leadership Experiences of Sub-Saharan African Women in Healthcare in the United States*

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AGGIES DO

**PROBLEM:** Lack of representation of African women in healthcare senior leadership positions in the United States.

**RESEARCH QUESTIONS:**

- What are the leadership experiences of Sub-Saharan African women in healthcare profession in the U.S as perceived by the study participants?
- What are the challenges Sub-Saharan African women leaders believe restrict their ability to participate in leadership roles in health care profession in the U.S.?
- How do Sub-Saharan African women health care workers in the U.S. perceive themselves in a leadership role?
- How do social roles, race, discrimination, and gender stereotypes affect Sub-Saharan African women's ability to participate in leadership roles in the health care profession?

**METHOD:**

- Qualitative Phenomenological method

**FINDINGS:**

Underrated Capacity; Accent; Contentment with Status; and Family Centeredness

**SIGNIFICANCE:**

- Provided insight into the professional, and personal experiences of this minority group that is useful in promoting diversity and inclusion in healthcare leadership.

**IMPLICATIONS:**

- The growth in minority population of healthcare workforce will necessitate a concomitant increase in their representation at the senior level positions
- Great talents and potentials of African women that could enhance healthcare leadership efficiency may remain untapped if gaining access to senior roles continues to be difficult