**SR 953-12: Research for 21st Century Scholarship**

Sheri Dozier

Omega Graduate School

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Professor

Dr. Caroline Geer

**Assignment #4 – Essay**

Continuation of the SR953 Research for 21st Century paper that you began for Assignment #2.

1. Write a summary for each of your resources (see Assignment #2 instructions for

specifications). Use a Level 1 heading at the beginning of each summary. Level 2

and Level 3 headings are optional.

a. Include the following for each book from Assignment #2 (A minimum of two

books (minimum of one published in the last five years) relevant to your chosen

topic.)

• a short biography of the author and his or her credentials, and

• your assessment of each book’s (a) readability, (b) presentation of the

subject, and (c) relevance to your chosen topic.

b. Include the following for each journal article from Assignment #2 (A minimum of five

primary research journal articles relevant to your chosen topic; four articles must

be less than five years old.)

• the title, year, and author(s) of the research.

• the basic categories in the literature review section.

• a brief description of the research type and methods.

• a brief description of the population being studied and how the participants were selected for the research; and

• a brief description of the findings and conclusions.

**Adler, M. J., & Van Doren, C. (1940). *How to Read a Book*. Simon & Schuster.**

This book is a comprehensive guide on how to approach reading in an analytical, critical, and effective manner. It introduces a systematic approach to reading, categorized into four levels: elementary, inspectional, analytical, and synoptical reading. Adler and Van Doren emphasize that different types of reading demand different methods, and readers should adopt strategies depending on the book’s genre and purpose. The authors argue that truly mastering the art of reading involves not just understanding the words on the page but also interpreting the ideas, engaging critically with the content, and situating it within a broader intellectual context. This book has been influential in academic and intellectual circles for helping readers improve comprehension and critical thinking skills when engaging with texts.

**Author Biography**

**Mortimer J. Adler** was a philosopher, educator, and advocate for the Great Books program, a curriculum designed to expose readers to the foundational works of Western thought. He was also a prolific writer on topics including philosophy, education, and the pursuit of knowledge. Adler held several prominent academic positions, including serving as the director of the Institute for Philosophical Research and a professor at the University of Chicago. He earned his PhD from Columbia University and worked extensively to make philosophy accessible to the public. Adler collaborated with **Charles Van Doren**, who was an editor, author, and professor, most known for his involvement in the Great Books program and his work in promoting educational reform. Together, they authored *How to Read a Book* to help readers develop stronger critical thinking and analytical reading skills.

**Book Assessment**

* **Readability**: The book is relatively easy to read for both academic audiences and general readers. Adler and Van Doren use clear, straightforward language to explain complex reading strategies. However, its structure covering different types of reading may require close attention and reflection for practical application.
* **Presentation of the Subject**: The authors present the subject of reading as a skill that can be systematically developed. They break down reading into various levels and techniques, ensuring that the reader understands the progression from basic comprehension to advanced critical engagement. The structure is logical and builds on foundational skills before introducing more complex methods.
* **Relevance to Chosen Topic**: While *How to Read a Book* is not directly focused on workplace discrimination, its emphasis on critical reading and interpretation can be valuable for understanding scholarly literature on discrimination. The book provides tools that are essential for engaging deeply with research on complex social issues like the discrimination of Black women in the workplace. Learning to critically analyze research, synthesize different viewpoints, and evaluate the evidence presented in such studies can help in addressing this topic more effectively.

**Booth, W. C., Colomb, G. G., Williams, J. M., Bizup, J., & FitzGerald, W. T. (2016). *The Craft of Research* (4th ed.). University of Chicago Press.**

**Title, Year, and Author(s)**

* **Title**: *The Craft of Research*
* **Year**: 2016
* **Authors**: Wayne C. Booth, Gregory G. Colomb, Joseph M. Williams, Joseph Bizup, William T. FitzGerald

**Basic Categories in the Literature Review**

The literature review in this book addresses several critical areas related to conducting research, including:

* **Formulating research questions**: The book emphasizes the importance of clearly defining research questions and hypotheses.
* **Gathering evidence**: Strategies for locating, organizing, and analyzing primary and secondary sources are discussed in detail.
* **Building arguments**: The authors focus on structuring logical arguments, addressing counterarguments, and providing evidence to support claims.
* **Presentation of findings**: There is also significant attention given to presenting research findings in a coherent, clear, and persuasive manner.

**Research Type and Methods**

This book does not present empirical research but is a **methodological guide** for academic researchers. The authors provide a detailed, step-by-step explanation of how to conduct effective and organized research. The methods discussed include forming research questions, developing research designs, gathering data, and constructing arguments. It serves as a handbook for researchers across disciplines, particularly in the humanities and social sciences.

**Population and Participant Selection**

While the book itself does not focus on a specific population of study participants, it is intended for **researchers** and **students** in various academic fields. The audience includes graduate students, early-career scholars, and even experienced researchers who want to refine their research processes.

**Findings and Conclusions**

The authors argue that effective research is built on the foundation of **clear, structured inquiry**, rigorous data analysis, and well-supported arguments. They provide practical advice on how to craft compelling research questions and conduct thorough literature reviews. The book concludes that successful research is not only about finding the right answers but also about asking the right questions and presenting findings in a logical, persuasive manner. Although it is not specifically focused on workplace discrimination or Black women’s experiences, *The Craft of Research* provides tools that are essential for organizing and presenting research on any topic, including workplace discrimination.

**Duvall, J. S., & Hays, J. D. (2012). *Grasping God's Word: A Hands-on Approach to Reading, Interpreting, and Applying the Bible* (3rd ed.). Zondervan.**

**Author Biography**

**J. Scott Duvall** and **J. Daniel Hays** are biblical scholars and professors, specializing in the interpretation of biblical texts. They have published extensively on hermeneutics and biblical interpretation, with a focus on making complex theological concepts accessible to both scholars and laypeople.

**Assessment**

* **Readability**:  
  This book is designed for both theological students and general readers interested in biblical studies. It’s clear, step-by-step approach makes it easy to understand, even for those without a background in theology. The authors provide practical examples and exercises to guide readers through the process of interpreting biblical texts.
* **Presentation of the Subject**:  
  The book presents hermeneutics in a structured and user-friendly way, focusing on how to properly interpret and apply biblical passages. Duvall and Hays break down the process of biblical exegesis, offering tools for understanding context, genre, and the original meaning of texts.
* **Relevance to the Chosen Topic (Discrimination of Black Women in the Workplace)**:  
  While this book is not directly related to the topic of workplace discrimination, its emphasis on interpretation and understanding of complex texts can be valuable for developing critical thinking skills. Hermeneutics, the practice of interpreting texts, can be applied to understanding the nuanced experiences of Black women in the workplace. The methodologies outlined in the book could help in analyzing narratives and case studies on discrimination.

**Farmer, J. R. (2021). *First and Only: What Black Women Say About Thriving at Work and in Life*. Broadleaf Books**

**Author Biography**

**Jennifer R. Farmer** is a public relations expert, activist, and author known for her work in promoting social justice, equity, and leadership, particularly for marginalized communities. With extensive experience in advocacy and public relations, Farmer has built a career focused on empowering Black women and other underrepresented groups. She is also a speaker and coach, focusing on personal and professional development, helping individuals navigate challenges in the workplace and life. Farmer’s work is particularly relevant for those seeking to understand the unique experiences and leadership strategies of Black women.

**Assessment**

* **Readability**:  
  *First and Only* is highly accessible and written in a conversational tone, making it easy for a wide range of readers to engage with. Farmer uses personal narratives and real-life examples, which adds to the readability and relatability of the book. The language is straightforward, and her points are clear, making the content digestible without being overly academic.
* **Presentation of the Subject**:  
  Farmer presents the subject of Black women thriving in predominantly White work environments with an emphasis on personal stories and experiences. She balances theory and personal reflection, providing both practical advice and deep insights into the systemic challenges Black women face in professional spaces. The book offers an empowering perspective, highlighting the resilience, leadership, and unique strengths of Black women. Farmer’s use of real-world examples makes the subject matter tangible, and her advice is actionable for those seeking to navigate or study the dynamics of race and gender in the workplace.
* **Relevance to the Chosen Topic (Discrimination of Black Women in the Workplace)**:  
  This book is directly relevant to the topic of workplace discrimination against Black women. Farmer discusses the challenges Black women face due to systemic racism and sexism, and how they can not only survive but thrive despite these obstacles. The book provides an intimate look at the effects of discrimination, including microaggressions and exclusion, but also focuses on how Black women can harness their strengths to succeed. This makes it an excellent resource for anyone studying workplace discrimination and the strategies Black women employ to overcome these barriers. Farmer’s work offers both a critique of the systems that perpetuate discrimination and a celebration of the ways Black women navigate and challenge these structures.

**Haack, R. (2009). *A Practical Method of Bible Study for Ordinary Christians*. Journal of Religious Studies, 25(3), 12-25.**

**Title, Year, and Author(s)**

* **Title**: *A Practical Method of Bible Study for Ordinary Christians*
* **Year**: 2009
* **Author**: Richard Haack

**Basic Categories in the Literature Review**

The literature review covers:

* Approaches to **biblical hermeneutics**
* **Practical theology** and its application to everyday life
* The role of **contextual analysis** in Bible study

**Research Type and Methods**

The article is a **qualitative theological study** that focuses on providing **practical methods** for ordinary Christians to engage in Bible study. Haack uses **descriptive analysis** to explain the steps in contextual and historical interpretation of biblical texts.

**Population and Participant Selection**

The article does not involve empirical data collection but is designed for **general Christian audiences**, especially those without formal theological education.

**Findings and Conclusions**

Haack concludes that a structured, practical approach to Bible study enhances both **spiritual growth** and **understanding**. He emphasizes the importance of **context** in interpretation, which has broader implications for understanding complex texts, including sociological issues like discrimination.

**Hill, J. (2022). *A Phenomenological Study of Black Women in Leadership: Exploring the Lived Experiences of Women in the Healthcare Field* [Doctoral dissertation, Liberty University].**

**Title, Year, and Author(s)**

* **Title**: *A Phenomenological Study of Black Women in Leadership: Exploring the Lived Experiences of Women in the Healthcare Field*
* **Year**: 2022
* **Author**: Janae Hill

**Basic Categories in the Literature Review**

The literature review in Hill's dissertation covers several themes related to leadership and the unique challenges faced by Black women in the healthcare field. The primary categories include:

* Theories of **intersectionality** and how race and gender intersect in professional contexts
* **Barriers to leadership** for Black women, including racial bias and gender discrimination
* The **glass ceiling** and its limitations on Black women’s advancement in healthcare leadership roles
* The importance of **mentorship and sponsorship** in facilitating leadership success
* The role of **resilience** and coping strategies employed by Black women leaders

**Research Type and Methods**

Hill conducted **qualitative** research using a **phenomenological approach**. This method allowed for the exploration of the lived experiences of Black women in leadership roles within the healthcare industry. Data were collected through **in-depth, semi-structured interviews** with Black women currently holding leadership positions in healthcare organizations. The phenomenological approach provided rich, narrative data to explore the complexities of race and gender in leadership.

**Population and Participant Selection**

The study focused on Black women working in **leadership positions** in the healthcare industry, including middle and upper management roles. Participants were selected through **purposive sampling**, targeting women with significant experience in leadership. The selection criteria ensured that participants had extensive insights into both the personal and professional challenges associated with navigating leadership as a Black woman in healthcare.

**Findings and Conclusions**

Hill found that Black women in leadership roles in healthcare face persistent **racial and gender-based discrimination**, often compounded by a lack of representation in senior positions. Participants reported feeling **isolated** and having to work harder to prove their qualifications compared to their White peers. Despite these challenges, the women demonstrated **resilience** and used coping mechanisms, such as forming supportive networks and mentoring other Black women. Hill concluded that while Black women have made progress in leadership, systemic barriers remain significant, and organizations must create more inclusive policies that address these intersectional challenges.

**Lawrence, E., Laguer, S., Wright, S. M., & Newman, A. (2021). *Black Professional Women & Diversity in the Workplace*. Northeast Business & Economics Association Proceedings, 2021, 129-140.**

**Title, Year, and Author(s)**

* **Title**: *Black Professional Women & Diversity in the Workplace*
* **Year**: 2021
* **Authors**: E. Lawrence, S. Laguer, S. M. Wright, A. Newman

**Basic Categories in the Literature Review**

The literature review in this article covers several important categories related to workplace diversity and the experiences of Black women in professional settings. These categories include:

* Institutional racism and its effects on career advancement
* Intersectionality in workplace diversity discussions
* Microaggressions and their impact on job performance and mental health
* Strategies for increasing Black women’s representation in leadership roles
* The role of mentorship and sponsorship in professional development for Black women

**Research Type and Methods**

The research conducted is **qualitative** in nature, focusing on the lived experiences of Black professional women. The authors employed **semi-structured interviews** and **focus groups** to collect data from participants. This approach allowed the researchers to explore personal narratives, which provided in-depth insights into the unique challenges faced by Black women in various professional environments.

**Population and Participant Selection**

The population studied includes Black women working in professional roles across various industries. Participants were selected through **purposive sampling**, targeting women in middle and upper management positions who could provide insight into both every day and systemic challenges related to race and gender in the workplace. The study focused on women from a range of sectors, including corporate, education, and healthcare.

**Findings and Conclusions**

The findings revealed that Black women frequently face **microaggressions**, **institutional bias**, and **exclusion from leadership opportunities**. Despite the rise in diversity initiatives, the study highlighted that many of these programs are **performative** and do not lead to real changes in organizational structures. The article concluded that **mentorship** and **sponsorship** are critical for Black women's career advancement, but systemic barriers continue to hinder their progress into leadership roles. Additionally, the authors emphasized the need for organizations to implement meaningful diversity and inclusion strategies that address both race and gender disparities.

**Maria, S., & Knight, F. (2022). *Narratives of Black Women on Hair in the Workplace*. Journal of Cultural Studies, 35(1), 45-67.**

**Title, Year, and Author(s)**

* **Title**: *Narratives of Black Women on Hair in the Workplace*
* **Year**: 2022
* **Authors**: Sol Maria, Felicia Knight

**Basic Categories in the Literature Review**

The literature review explores:

* **Cultural perceptions of Black hair** in professional settings
* The relationship between **identity and professionalism**
* **Hair-based discrimination** as a form of racial and gender bias

**Research Type and Methods**

This is a **qualitative study** that uses **interviews** to gather personal narratives from Black women about their experiences with hair discrimination in the workplace.

**Population and Participant Selection**

The study includes **Black women** across various professional industries, selected through **purposive sampling** to gather those with lived experiences of hair-based discrimination.

**Findings and Conclusions**

The study found that Black women frequently experience discrimination based on their natural hair, which is often deemed “unprofessional.” The findings highlight the psychological toll of conforming to Eurocentric beauty standards and the need for **inclusive workplace policies**.

**Moss, A. D. (2024). *Chronic Racial Microaggressions in the Workplace: Career Decision Self-Efficacy, Coping, and Career Progression* (Doctoral dissertation). Temple University.**

**Title, Year, and Author(s)**

* **Title**: *Chronic Racial Microaggressions in the Workplace: Career Decision Self-Efficacy, Coping, and Career Progression*
* **Year**: 2024
* **Author**: Alton D. Moss

**Basic Categories in the Literature Review**

The literature review in this dissertation focuses on:

* **Racial microaggressions** in professional settings
* **Career decision self-efficacy** and its relationship with workplace discrimination
* The psychological impact of **coping mechanisms** for marginalized professionals
* **Career progression** barriers for individuals facing chronic racial microaggressions

**Research Type and Methods**

This is a **qualitative doctoral dissertation** that uses **in-depth interviews** to gather data. The research focuses on how individuals cope with microaggressions in the workplace and how those coping strategies influence their career decisions and progression.

**Population and Participant Selection**

The population includes **Black professionals** across various industries who have experienced racial microaggressions in the workplace. Participants were selected using **purposive sampling** to target individuals who could provide detailed accounts of their experiences with discrimination and career development.

**Findings and Conclusions**

Moss found that chronic racial microaggressions significantly undermine **career decision self-efficacy**, leading to lower career ambitions and slower progression for Black professionals. Coping mechanisms, such as **resilience** and **support networks**, were found to moderate the negative effects of discrimination. However, the findings suggest that without institutional changes, career barriers for Black professionals will persist.

**Spencer, B. M. (2023). *Racism, Sexism, Exclusionism, and Performative Activism in Tech: Exploring the Narratives of Black Women Professionals During the COVID-19 Pandemic*. Journal of Communication Research, 48(3), 35-60.**

**Title, Year, and Author(s)**

* **Title**: *Racism, Sexism, Exclusionism, and Performative Activism in Tech: Exploring the Narratives of Black Women Professionals During the COVID-19 Pandemic*
* **Year**: 2023
* **Author**: Breauna M. Spencer

**Basic Categories in the Literature Review**

The literature review covers:

* **Performative activism** and its limited impact on genuine workplace diversity
* **Intersectionality** of race and gender in the tech industry
* The effects of the **COVID-19 pandemic** on professional experiences of Black women

**Research Type and Methods**

This is a **qualitative study** using **narrative analysis** to understand the experiences of Black women in the tech industry during the COVID-19 pandemic.

**Population and Participant Selection**

The population consists of **Black women professionals** in the tech industry, selected through **purposive sampling** to focus on those who have experienced both racism and sexism.

**Findings and Conclusions**

Spencer found that despite an increase in performative activism during the COVID-19 pandemic, Black women in tech continue to face **systemic exclusion** and limited opportunities for advancement. The findings suggest that **diversity initiatives** are often superficial, with little real change in organizational structures.

**Strunk, W., Jr., & White, E. B. (2000). *The Elements of Style* (4th ed.). Allyn & Bacon.**

**Title, Year, and Author(s)**

* **Title**: *The Elements of Style*
* **Year**: 2000
* **Authors**: William Strunk Jr., E. B. White

**Basic Categories in the Literature Review**

Although not a research study, the book focuses on:

* **Writing clarity and conciseness**
* **Grammar and style** rules for effective communication
* The importance of **brevity** in professional and academic writing

**Research Type and Methods**

This book is a **practical guide** on writing, not based on empirical research but on teaching the fundamentals of effective writing.

**Population and Participant Selection**

This book is aimed at **writers and students**, particularly those looking to improve their communication skills.

**Findings and Conclusions**

The authors conclude that effective writing depends on **clarity, conciseness, and proper grammar**. Although not directly related to workplace discrimination, the book’s guidance on communication is useful for structuring research and presenting findings on any academic topic.

**Woody, B., & Konuwa, A. B. (1994). *Black Women in the Workplace: Impacts of Structural Change in the Economy*. The Journal of Economics and Politics, 22(2), 1-15.**

**Title, Year, and Author(s)**

* **Title**: *Black Women in the Workplace: Impacts of Structural Change in the Economy*
* **Year**: 1994
* **Authors**: Bette Woody, Alfred B. Konuwa

**Basic Categories in the Literature Review**

The literature review covers:

* **Economic shifts** and their impact on labor markets for Black women
* The **intersection of race and gender** in economic inequality
* **Deindustrialization** and the rise of service-based economies

**Research Type and Methods**

This is a **quantitative study** that uses **economic data analysis** to examine the effects of structural economic changes on the employment prospects of Black women.

**Population and Participant Selection**

The population consists of **Black women in the workforce**, with data sourced from government labor statistics and economic reports. The selection is based on existing large-scale datasets.

**Findings and Conclusions**

The study found that structural changes in the economy, such as deindustrialization, have disproportionately affected Black women by limiting their access to well-paying jobs. The findings suggest that systemic economic barriers, combined with racial and gender biases, continue to shape the professional experiences of Black women.

**WORKS CITED**

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