Annotated Bibliography

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**Carter, D. R., & Peters, T. (2016). The underrepresentation of African American women in executive leadership: What’s getting in the way. *Journal of Business Studies Quarterly*, *7*(4), 115-134.**

The primary aim of this exploratory research study is to critically examine different domains of barriers, perceived or real considering the role of African American specifically in the context of leadership positions. Moreover, another purpose of this work is to identify specific instruments that can be used to successfully deal with the prospect of ascension for African American women. It is established by the researchers that there were only four African American chief executive officers in Fortune 500 companies.

The theoretical approach is considered by the researchers to explore all the barriers that are actively associated with the underrepresentation of the African American women for the leadership position. African American women are recognized as the specific group to identify the potential obstacles faced by them due to the biasedness in the form of gender and racism.

The results provided by the researchers provide useful direction to the intended audience considering the role of African American women in the leading position. The theoretical foundations of this study are helpful to figure out the solutions to the problem of racism for women. This research work delivered by LaSharnda Beckwith, Danon R. Carter, and Tara Peters who are associated with different academic institutions.

**Cook, A., & Glass, C. (2014). Above the glass ceiling: When are women and racial/ethnic minorities promoted to CEO? *Strategic Management Journal*, *35*(7), 1080-1089.**

The growing issue of the glass ceiling is comprehensively discussed by the researchers to make better inferences about women’s position in business organizations. The purpose of this research work is to critically discuss the issue of racism/ethnic minorities for women specifically for women. The theoretical domain of glass cliff is considered to determine the practical position of African women for the position of CEO in different business organizations.

The reliability of this article is recognized through the practical implications of results delivered by the researchers. The dataset of all CEO transitions in the Fortune 500 for the time period of 15 years is selected to examine all the mechanisms used by the organizations to consider women for the position of leadership. The outcomes of this study revealed that the declining performance of the companies ultimately impacts the tenure of the women of color and the leadership position replaced by the white men.

The validity of this research article can be examined by evaluating the background of the researchers. This research work delivered by Alison Cook and Christy Glass who is comprehensively involved with the field of organization management.

 **Davis, D. R., & Maldonado, C. (2015). Shattering the glass ceiling: The leadership development of African American women in higher education. *Advancing women in leadership*, *35*.**

           The main purpose of this research work is to critically examine the approach of the intersectionality of race and gender specifically for African American women as their role as leaders. The qualitative research work performed by the researchers to determine the applications of features of race and gender for African American women. Moreover, a phenomenological research procedure is followed to analyze the experiences of all the participants of this research procedure.

           The reliability of this research study can be better apprehended by considering the research method, and different themes of this specific work. Black feminist theory and leadership development are utilized as the theoretical concepts to determine the role of race and in the case of African American women's role as leaders. The area of higher education is considered by the researchers to collect relevant data by examining the experiences of African American women.

           The results of this research work explicitly indicate the appropriateness of this study in the context of potential audiences. The stories illustrated by different participants ultimately help to define the actual position of the women of color as organizational leaders. The results indicate the influence of the intersection of race and gender for African American women during the entire leadership development process. The existence of different forms of barriers, negative assumptions and doubts are significant aspects. Finally, it is vital to mention that Deanna R. Davis and Cecilia Maldonado are the researchers of this research study. Both these researchers are PhDs and associated with the academic institutes of Grand Canyon University and University of Nevada Las Vegas respectively. Their qualification in this manner is a suitable domain to trust the validity of the entire research process.

**Sanchez-Hucles, J. V., & Davis, D. D. (2010). Women and women of color in leadership: Complexity, identity, and intersectionality. *American Psychologist*, *65*(3), 171.**

The significant issue of women in color in leadership is comprehensively discussed by the researchers in this study. The primary aim of this specific consideration is to characterize the complexity, identity, and intersectionality of the phenomenon of women of color for the executive positions. Different challenges that are faced by the women on leadership positions are discussed by the researchers to identify the main issue of discrimination.

The outcomes of this study are reliable for the intended audience in order to make better inferences about all the obstructions for the color of women as leaders. There are significant factors associated with the prospect of gender assessment for the leaders.

This research work is conducted by Janis V. Sanchez-Hucles and Donald D. Davis who are associated with Old Dominion University. The complexity of the issue is critically established by these researchers to illustrate the facet of perception considering the concept of the glass ceiling and gendered racism in the context of leadership.

**References**

Carter, D. R., & Peters, T. (2016). The underrepresentation of African American women in executive leadership: What’s getting in the way. *Journal of Business Studies Quarterly*, *7*(4), 115-134.

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