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A Case for Investigating Gender and Work-Life Inclusion Among Black Women Faculty in Business Schools

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There is a dearth of African American, Hispanic, and Native American faculty in US business schools, however, black women may be among the most prevalent, yet still underrepresented, minority faculty group. Taken together, insights from the PhD Project, a variety of nonprofit public policy organizations and think tanks, and other academic fields suggest that as compared to their white women counterparts, black women faculty may be more likely to be unmarried, already mothers or actively contemplating motherhood, and are more likely to desire employment in Universities that embrace intersectional conversations on gender and work-life inclusion. This paper posits and explores two related hypotheses and proposes ideas for future research and policy development that are intended to increase the recruitment and retention not only of black women faculty but underrepresented minority faculty as a whole in US business schools.