

**TITLE** African American Men in Leadership: Self-Perceptions of White Collar African American Men and Their Opportunity for Hiring, Retention, Mentoring and Promotion

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**OBJECTIVE** The purpose of this research was to determine if self-perceptions of white collar African Americans men impact their opportunity for hiring, retention, mentoring and promotion.

**METHODOLOGY**

The target population was white collar employees businesses within the United States. The subjects held administrative or managerial responsibility (senior director to C-level). Responding to an online survey, participants provided some demographic information and completed the Leadership Practices Inventory. With a response rate of 50 percent, the sample size of the survey was 77 participants. Most of the respondents were male (68%) and African American (54%).

**KEY FINDINGS**

The null hypothesis was accepted as self-perception had no significant effect on African American men's career advancement (opportunity for hiring, retention, mentoring, and promotion).