

Welcome to

Supporting Next Gen Leaders

Black Women's Models of Wellness, Networking, and Focus

Session #500045

PLEASE LEAVE FRONT AND BACK ROWS
CLEAR UNTIL SESSION BEGINS.

SILENCE ALL PHONES AND DEVICES.

FOSTERING INCLUSION AT NCORE

It is the expectation of the Southwest Center for Human Relations Studies that all participants at NCORE enjoy a welcoming and inclusive environment, free from all forms of discrimination, harassment, and retaliation.

NCORE is committed to fostering an atmosphere that encourages the free expression and exchange of ideas. In pursuit of that ideal, NCORE is committed to the promotion of equality of opportunity and treatment for all NCORE participants in NCORE sponsored events, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, immigration status, disabilities, veteran status, or body size.

LAND ACKNOWLEDGEMENT

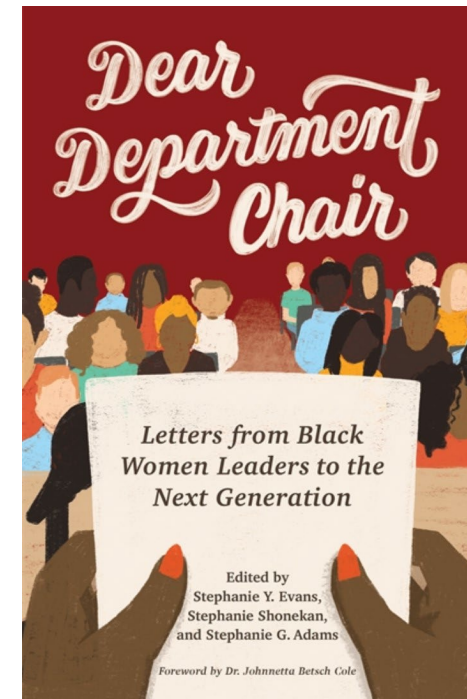
We acknowledge the ahupua‘a or land division of Waikīkī, Kona district on the Island of O‘ahu, the ‘āina or land on which we gather. We also honor and give thanks to the Kānaka ‘Ōiwi, the native people of Hawai‘i who are the original inhabitants and caretakers of this land.

Without them, this Kānaka ‘Ōiwi space in which we convene would not exist.

SESSION OUTLINE

- Chair at the Table Project Timeline
- Dear Department Chair Book Overview
- Dr. Evans: **WELLNESS**: identify major challenges to leadership and implement wellness effective wellness practices
- Dr. Shonekan: **SISTERHOOD**: learn strategies to build networks to help sustain leadership development
- Dr. Adams: **FOCUS**: develop a sustainable leadership model that enables focus and forward movement despite challenges
- Discussion

Visit www.ChairattheTable.net



PROJECT: CHAIR @ THE TABLE TIMELINE

- 2010-2022 12 years as Dept. Chair **stress management**
- 2018 Chair at the Table - Tracy Sharpley Whiting --- **PLEASE & THANK YOU**
- 2019 Workshop @ Vanderbilt **MET THE STEPHANIES**
- 2021 Online Workshop **Dealing with Covid**
- 2021 Department Chair Journal & Palimpsest
- 2023 *Dear Department Chair* @ Wayne State - **Stephanie Williams (cover art)**
- 2023 NWSA w/ **Jhnetta Cole**
- 2024 April: **100 Black Women Professors Now** <https://www.whenequality.org/100>
- 2024 October: Maryland Authors Symposium (DDC & Palimpsest)

Stress as a Black Woman Scholar

Hypocrisy

Extraordinary scrutiny, Lies, & Character Assassination

Hanna **Nicole-Jones**, UNC Chapel Hill (denied tenure), July 15, 2022

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WHEN study, 2019: 35 **UK Black** women faculty out of 23,000

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Overwork: Joanne A. **Epps**, Temple University, (died on stage), Sept 19, 2023

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Nadria Njoku & Dannie Marshall, *Diverse Issues*, Jan 15, 2024

Monica A. Coleman, Blog

BW Highest suicide risk among women ([Boston University](#))

Maternal mortality rates ([Johns Hopkins](#))



What Does a Chair Do? A Detailed Job Description

The DEPARTMENT CHAIR

SPRING 2021 | VOLUME 31 | NUMBER 4

INSIDE ▼

A RESOURCE FOR ACADEMIC ADMINISTRATORS

MANAGEMENT Job Description

Dear Dept Chair is a series of love letters from those who have held the Chair position.

Each author

1. Reflects on their journey
2. Responds to the CHAIR job description &
3. Offers recommendations to those who will take on the pivotal leadership role.

Tasks (Accountability)

1. Academic Unit Head
 - Leadership and management (see *Skills*)
2. Research
 - Conception, proposal, and grants
 - Reading, investigation, and writing
 - Submission and revision
 - Dissemination and application
3. Teaching
 - Syllabus construction and preparation
 - Instruction and grading
 - Student development
4. Service
 - Letters of recommendation
 - Manuscript, tenure and promotion, peer review
 - Professional organizations
5. Upper Administration Liaison
 - Dean, provost, president, and board
6. Department Administration
 - Budget, fiscal, facilities, and equipment
 - Staff and student staff
 - Faculty (recruit, hire, onboard, evaluate, retain, tenure and promote, furlough, and release)
 - Students (recruit, advise, supervise, support, mentor, and manage requests)
 - Curriculum, scheduling, enrollment, and assessment
 - Bylaws, catalogs, and accreditation
 - Records and reports
 - Meetings and newsletters
 - Department committees, executive committee, and advisory board
7. Campus Community
 - Disciplinary expertise (panels and services), chairs' councils, faculty senate, foundation sponsors and development, fellowships, feeder programs, and consortia
 - Admissions, academic affairs, and registrar
 - Student affairs and counseling centers
 - Parents, family of students, and alumni
 - Institutional review and reporting, accrediting agencies, service learning, extension offices, and unions
8. Local, national, and international communities
9. Other duties as assigned or required

Skills (Responsibility)

1. Leadership
 - Leadership values and leadership philosophy
 - Decision-making that is ethical, equitable, consistent, and transparent
 - Interpersonal relations: effective oral and written communication, problem-solving strategies
 - Advocate for the unit, maintain department identity, environment, culture, representation, image, and morale
 - Create a collegial environment and coordinate cross-campus collaboration
 - Maintain excellence, enhance standing in the discipline, and provide disciplinary innovations
 - Diversity, equity, and inclusion (DEI)/social justice
 - Mentoring, support, professional development, leadership development, and succession planning
2. Management
 - Interpret, create, and implement policy
 - Create/maintain unit mission, vision, goals, and strategic plan in line with university mission
 - Define/support institutional goals, ensure legality, and maintain safety
 - Administrative information
 - Locate and analyze data
 - Independent judgment
 - Media management
 - Time management
 - Work-life balance
 - To-do lists, meetings, and emails
 - Stress management
 - Boundaries
 - Mental and holistic health
 - Climate, complaint, and conflict management
 - Crisis, contingency, and change management
 - Unit health and trauma management
 - Harm reduction and restorative justice
 - Issues, trends, and events
 - Technology and online teaching
 - Elections and state/national/global politics
 - Era-defining events (e.g., COVID-19 pandemic)

DEAR DEPARTMENT CHAIR: BOOK OVERVIEW



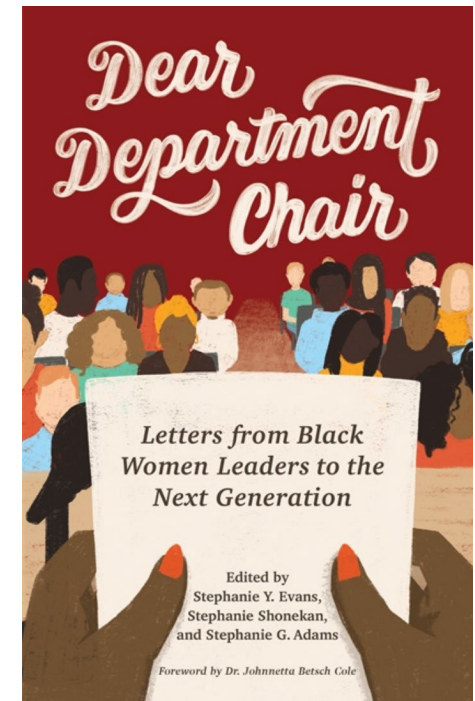
EVANS

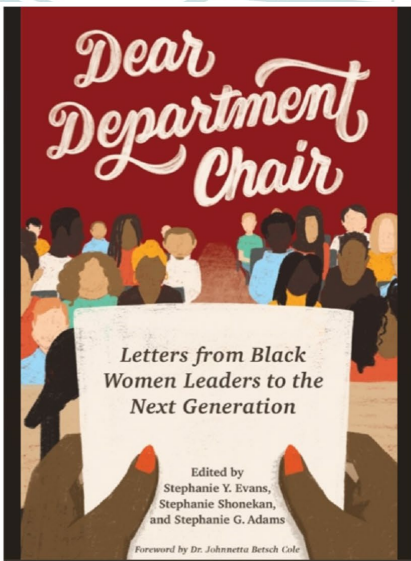


ADAMS



SHONEKAN





WAYNE STATE UNIVERSITY PRESS

MID-TERM MEDITATION

TEA w/ DR. E

FRIDAY
FEBRUARY 25
@ 9:30 AM

VIRTUAL check
in for WGSS
students:
BA, MA,



ACADEMIC WELLNESS

CHAIR AT THE TABLE

Women and Academic Leadership
| Research Collective |



100 BLACK
WOMEN
PROFESSORS
NOW.

CHAIR
AT THE TABLE
RESEARCH COLLECTIVE

100BWPN and Chair at the Table Network Conference

100 Black Women Professors NOW and Chair at the Table Network are pleased to partner to host our first international conference. This hybrid event will allow our members to build international networks with Black women academics and identify areas of collaboration for research.

Friday, 29th March 2024



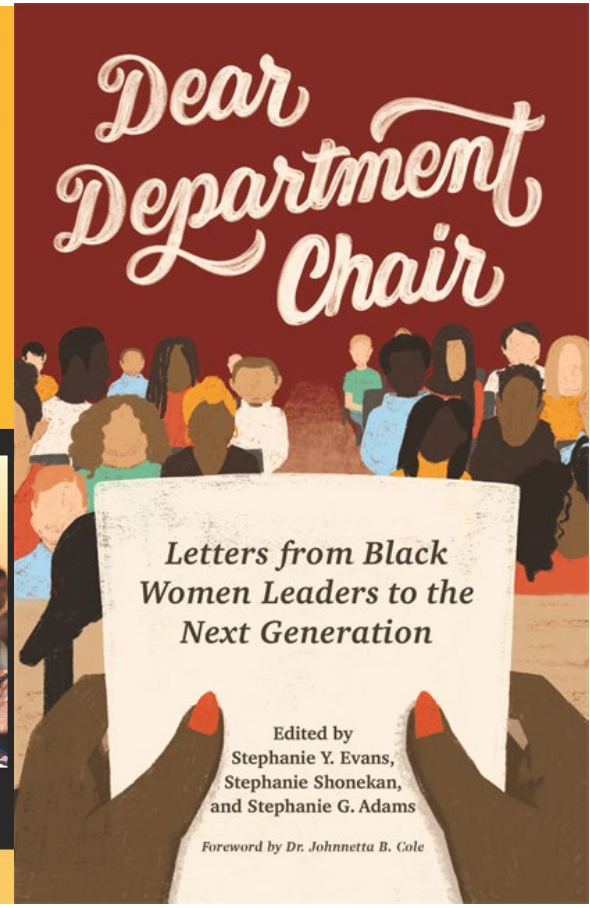
Please note that you must be a member of the 100 Black Women Professors NOW or the Chair at the Table Network to be eligible to attend this event.

Location:

In-person or virtual
Vanderbilt University,
Nashville, TN, United States

Time:

10.00-14.00 CST
16.00-20.00 GMT



*Dear
Department
Chair*

**Letters from Black
Women Leaders to the
Next Generation**

Edited by
Stephanie Y. Evans,
Stephanie Shonekan,
and Stephanie G. Adams

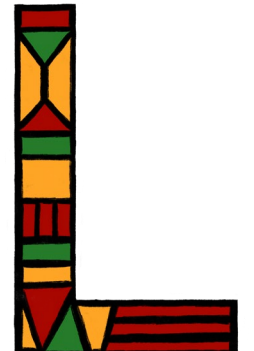

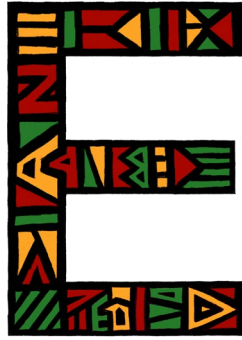
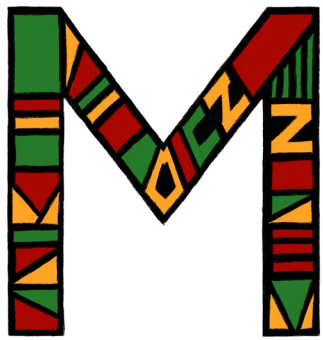
Foreword by Dr. Johnnetta B. Cole

[Register Here](#)

TEACH

Find Your Voice through Everyday M.E.N.T.A.L. Health

Six Practices in Black Women's Historical Wellness



MEDITATION

EXERCISE

NETWORKING

TRUST IN GOD

ACTIVISM

LEARNING

Spiritual

Social

Physical

Economic

Political

Mental



OUR AUNTIE ROSA: The Family of Rosa Parks Remembers Her Life and Lessons (2015)

“Rosa Parks practicing yoga at an event, 1973”

© Library of Congress

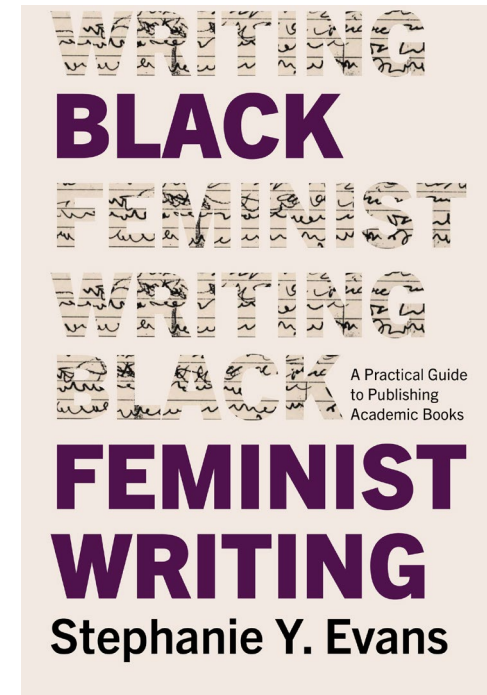


Black Feminist Writing

A PRACTICAL GUIDE TO PUBLISHING ACADEMIC BOOKS

I will spend 40 minutes giving a brief overview of my stress management practice in the context of 30 years in higher education. After a 10-minute introduction, 10 minutes will be spend exploring three themes: stress, wellness, and practice. After concluding remarks the remaining time in the session will be spent in Q & A and discussion.

- STRESS:** identify major stressors for those doing human rights and social justice work
- WELLNESS:** Learn about historical healing strategies and effective wellness practices
- PRACTICE:** Develop a sustainable writing practice for self-care and collective care



DISCUSSION

Welcome to

Writing Black Women's Wellness

Collective Self-Care and Challenging Stress in Higher Education

Session #500046

PLEASE LEAVE FRONT AND BACK ROWS
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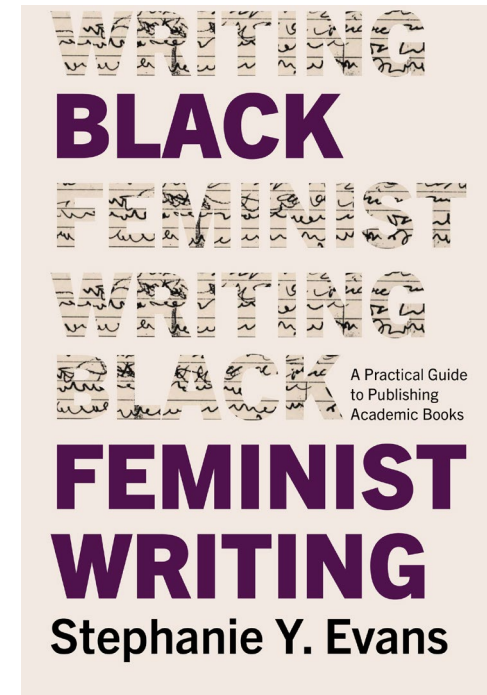
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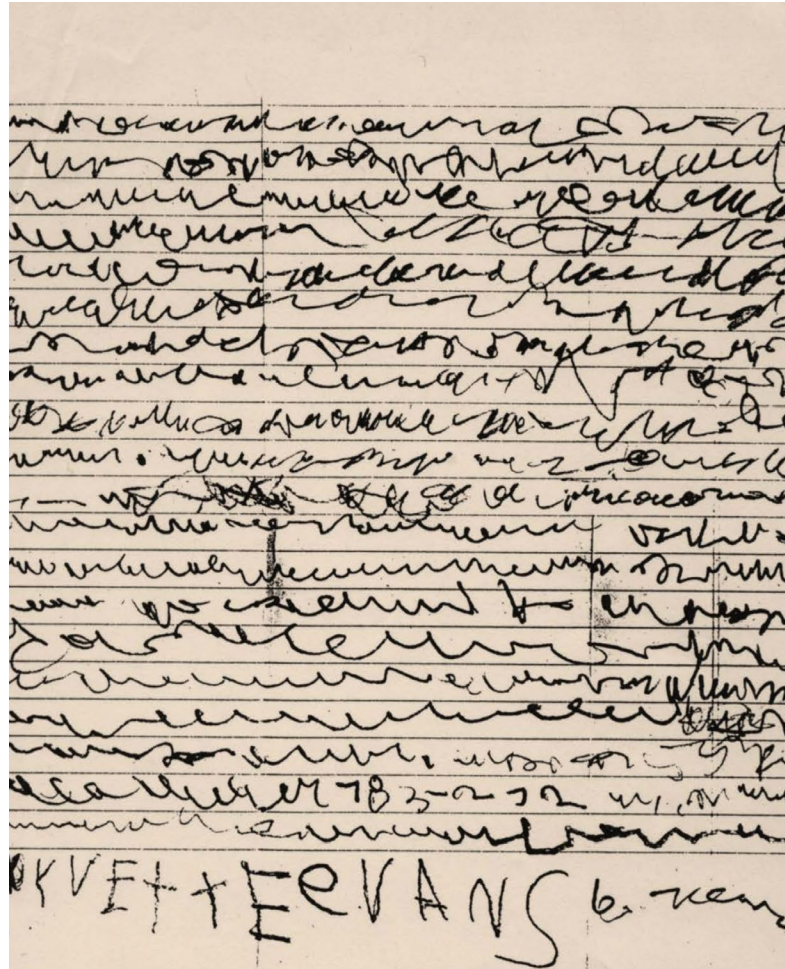


LETTER TO GRAMMS

My Lifelong Practice of Writing

SCHOOL WORK

- DC & Child Writer
 - Military “Brat”
- First Gen, Adult Re-entry
 - St. John’s, CSULB, UMass
 - Stanford & Brown
 - UF, CAU, GSU



ACADEMIC STRESS

Stress as a Black Woman Scholar

100 BLACK WOMEN PROFESSORS NOW.

Hypocrisy

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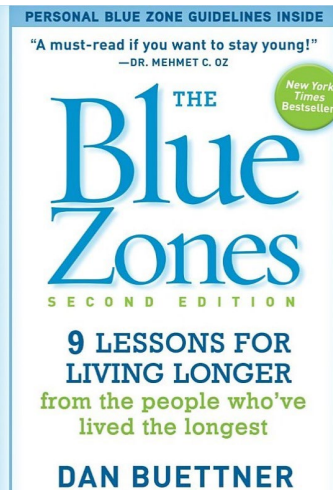
Maternal mortality rates ([Johns Hopkins](#))



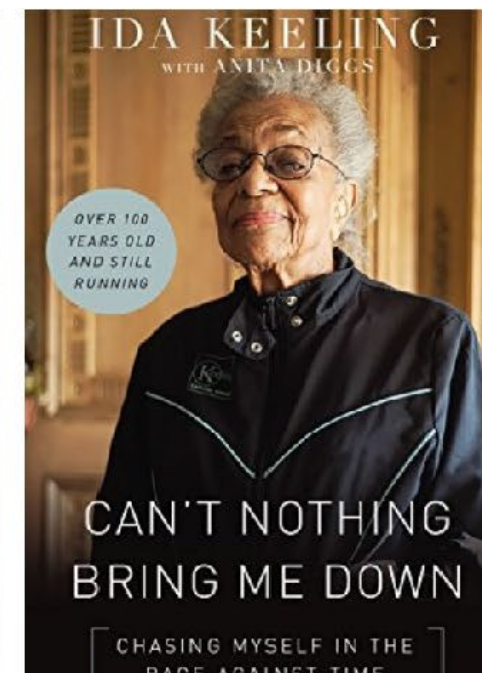
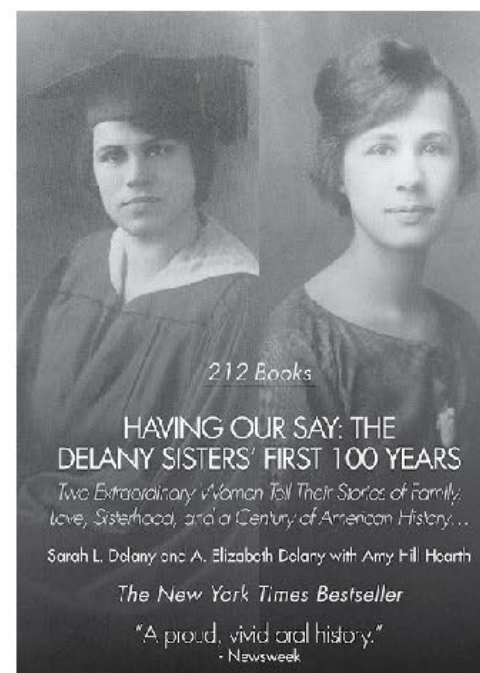
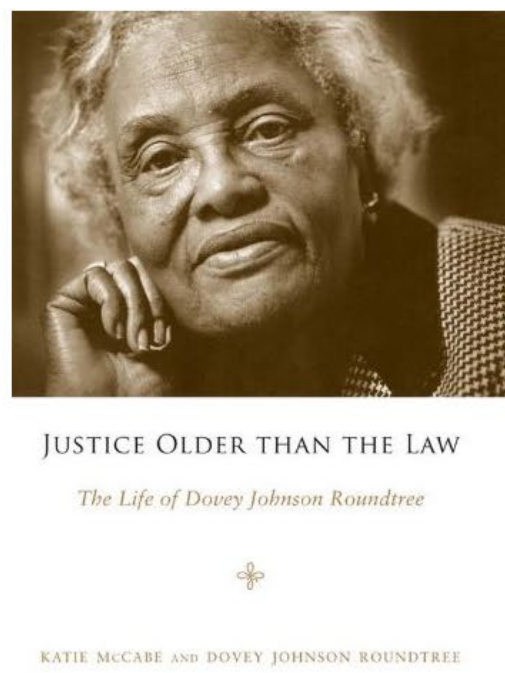
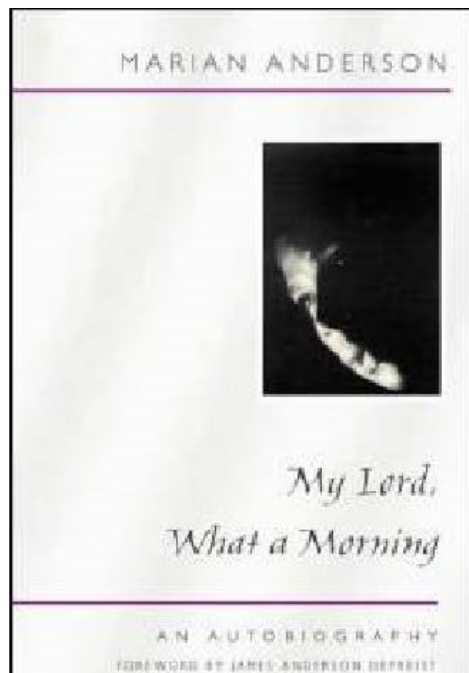
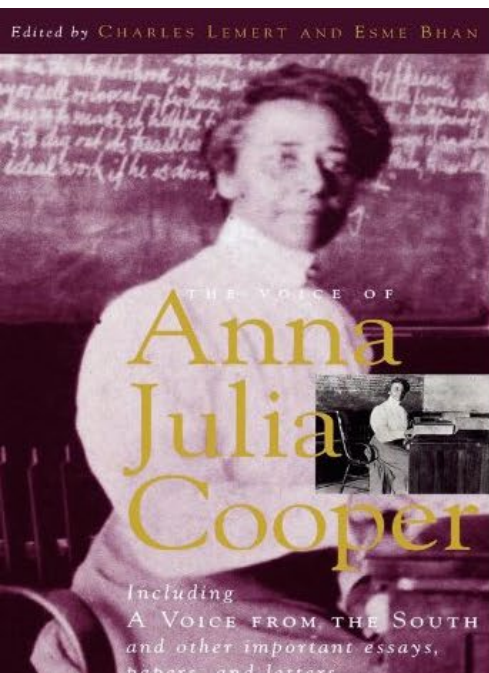
LOCATIONS OF STRESS (Evans, *Black Feminist Writing*, 2024)

- Working while entering college (1994) **Personal stress**
- Transferring schools to focus on BWST (1995) **Professional stress**
- Proposition 209 outlawing diversity in CA (1996) **Professional stress**
- CSU system strike (1999) **Professional stress**
- **September 11 (2001)** **Global stress**
- **Iraq War (2003)** **Global stress**
- Economic recession (2007) **National stress**
- Threats to cut African-American studies (2007) **Professional stress**
- Appointed department chair (2010–2022) **Professional stress**
- Miscarriage (2013) **Personal stress**
- Family deaths (2013–2015) **Personal stress**
- Election of the 45th US president (2016) **National stress**
- Denied application for research leave (2018) **Professional stress**
- **COVID-19 (2020)** **Global stress**
- Election of 46th US president (2020) **National stress**
- Denied application for research leave (2022) **Professional stress**
- Book bans, attack on BWST (2022) **Professional stress**
- Spouse health issue (2022) **Personal stress**
- Denied application for research leave (2023) **Professional stress**
- Passing of Bracey (2023) **Personal stress**
- Hair loss (2023) **Personal stress**
- **Human Rights crises: Ukraine, Gaza, Sudan, Congo, and Haiti (2023)** **Global stress**
- Threats to cut African American /women’s studies (2023) **Professional stress**

ACADEMIC WELLNESS



Blue Zones for Black women: Centenarians



Meditation
COOPER'S
SUN ROOM

Music
ANDERSON'S
SONG

Prayer
ROUNDTREE'S
SPIRITUALITY

Yoga
DELANYS'
DAILY PRACTICE

Exercise
KEELING'S
SPORT



OUR AUNTIE ROSA: The Family of Rosa Parks Remembers Her Life and Lessons (2015)

“Rosa Parks practicing yoga at an event, 1973”

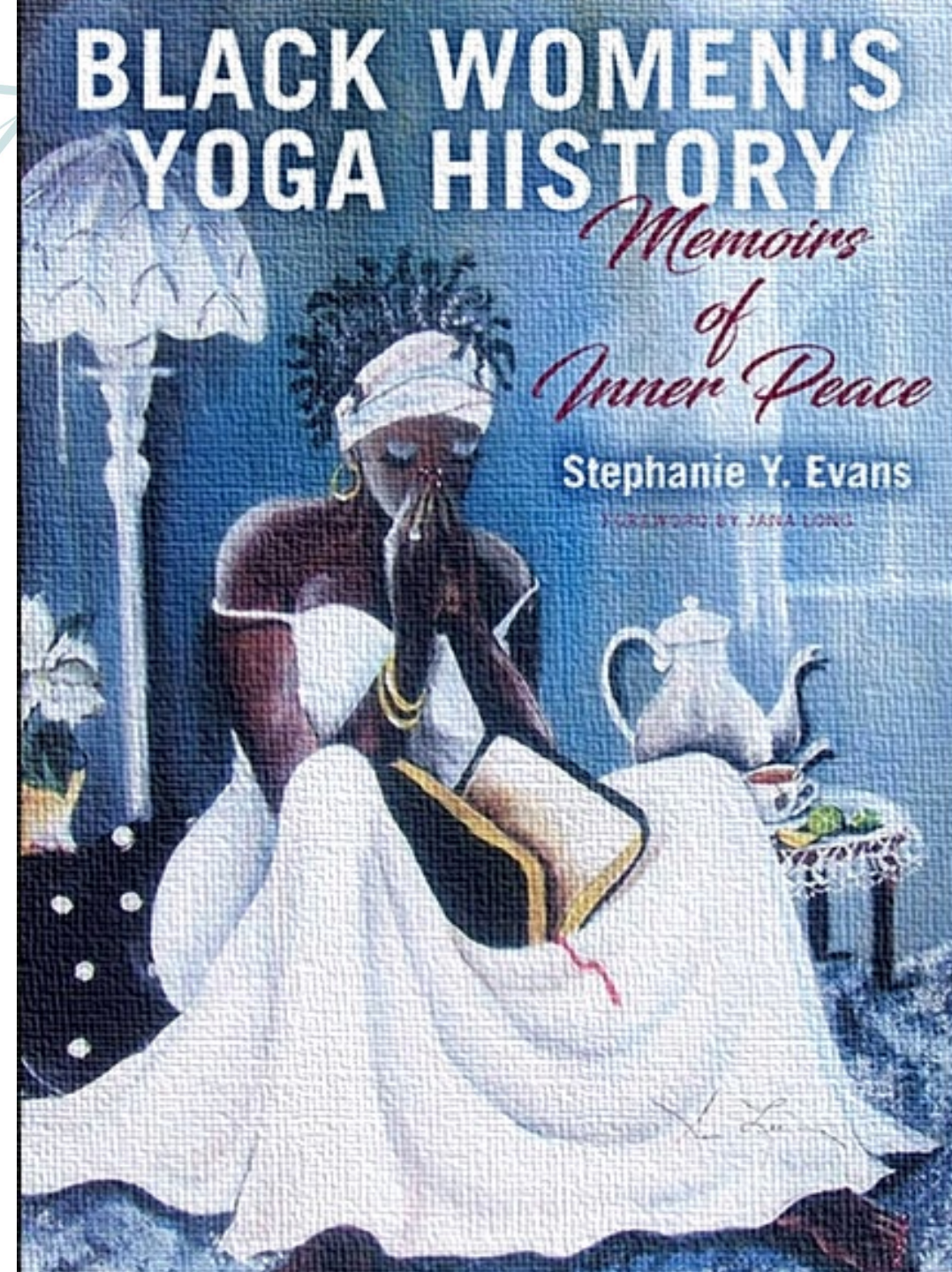
© Library of Congress



HOMAGE: MY CUP RUNNETH OVER

Before & After 1975

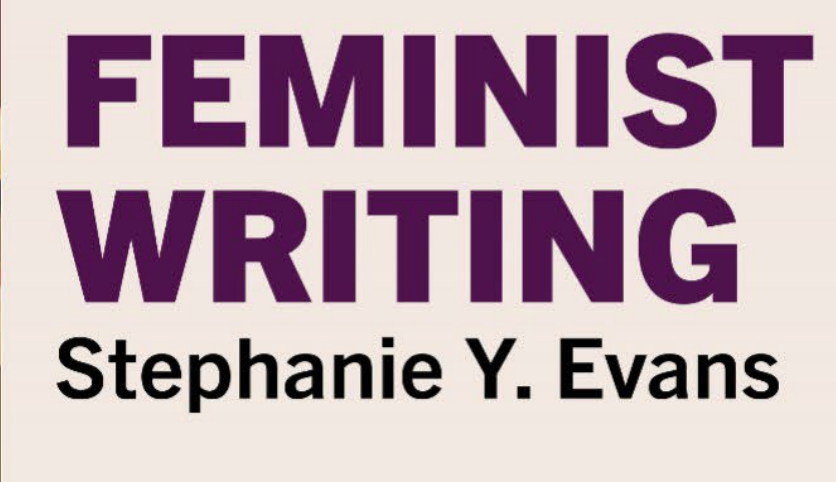
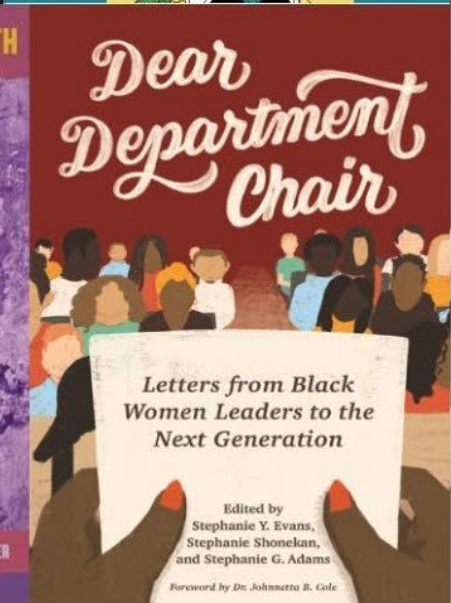
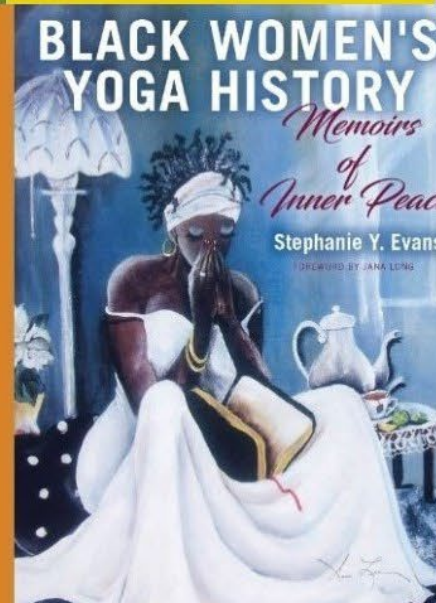
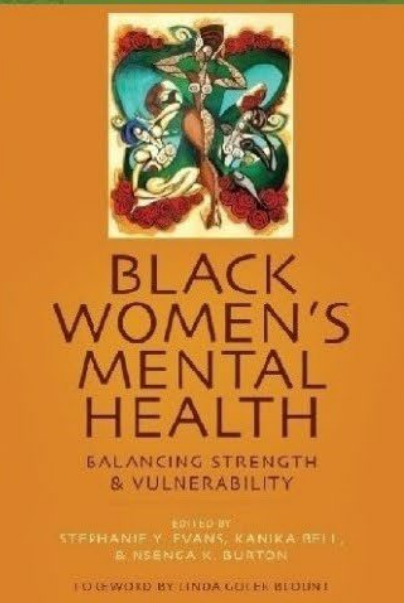
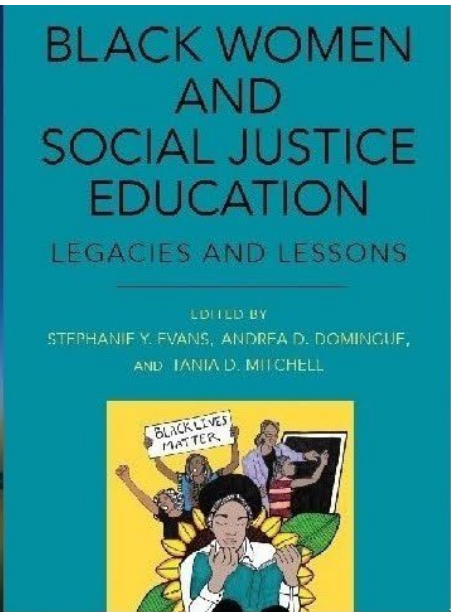
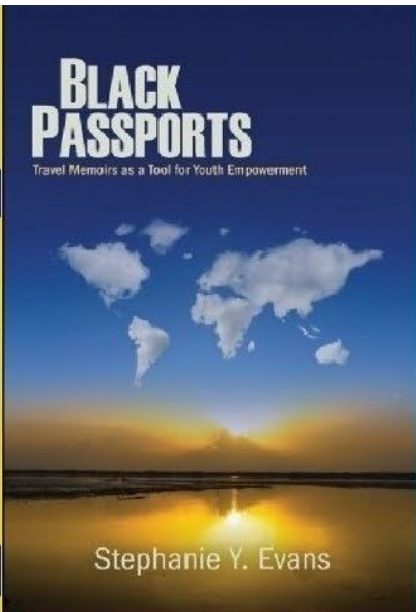
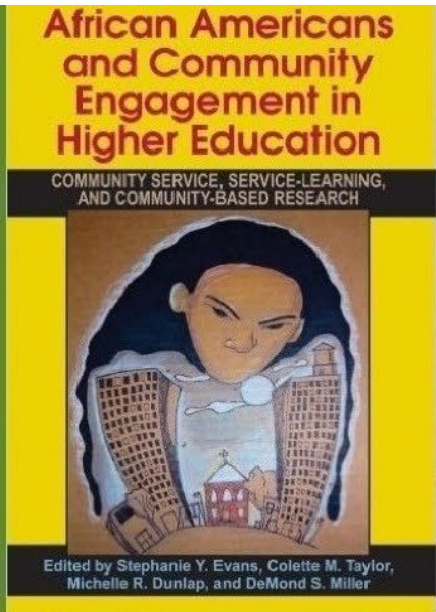
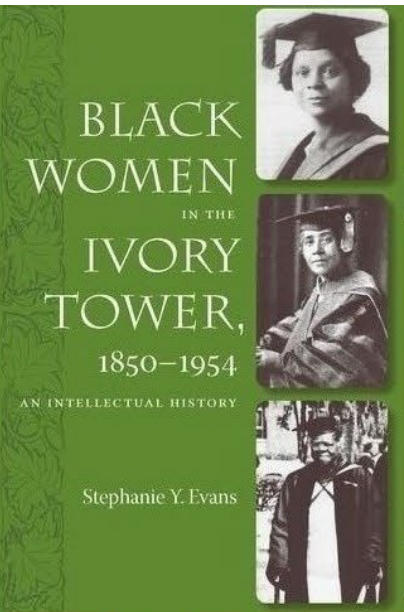
- I. Look Inward HEALING TRADITIONS
- II. Look Backward #HISTORICAL WELLNESS
- III. Look Forward TOWARD MENTAL HEALTH



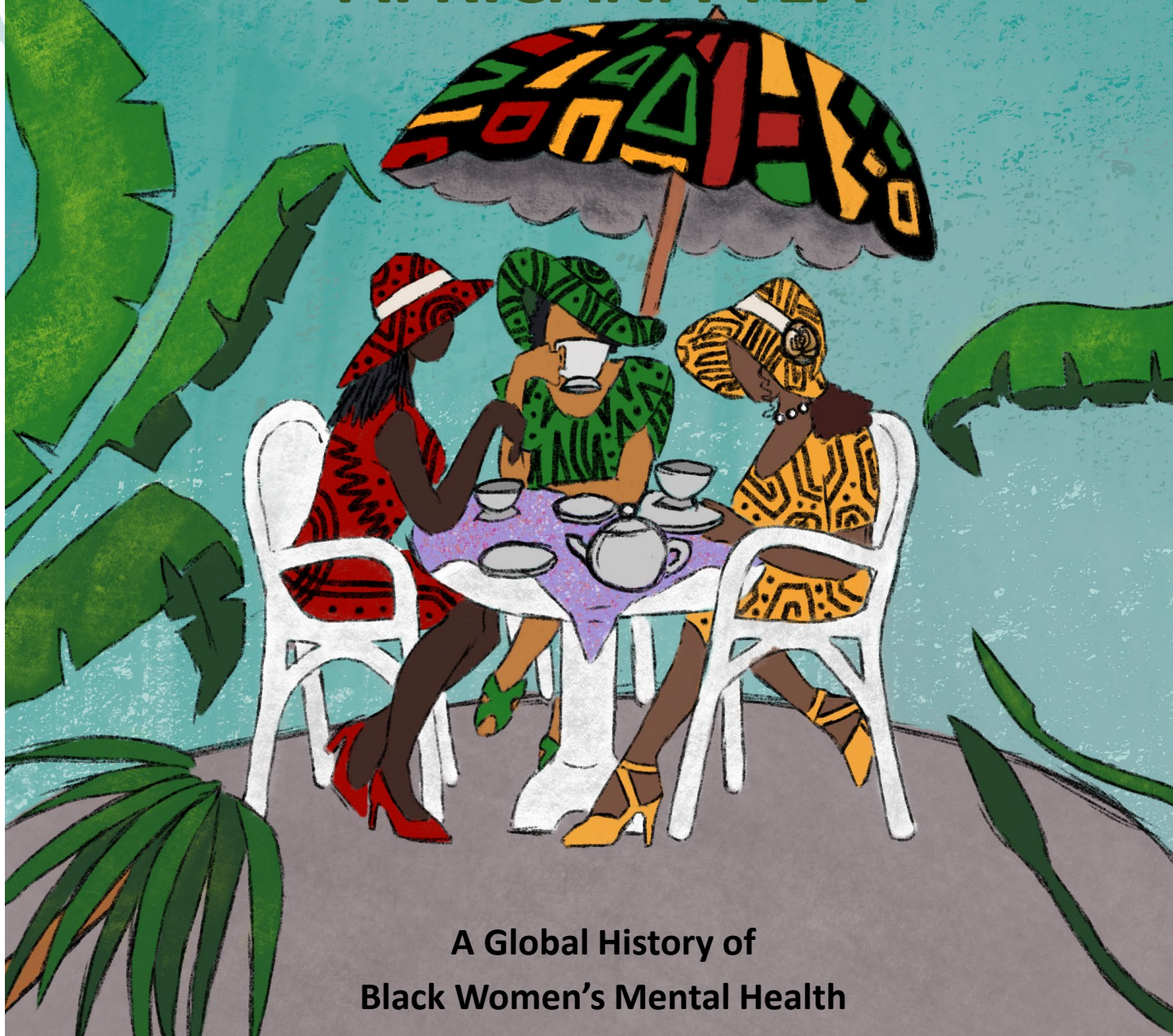
BOOKS by DR. EVANS

THEMES

Memoirs | Mentoring | Mental Health



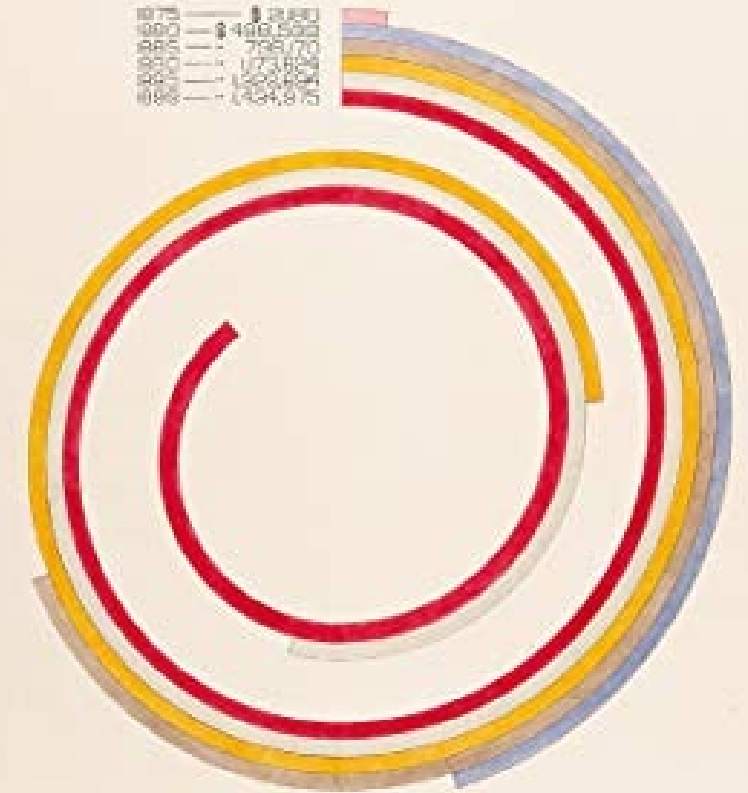
AFRICANA TEA



**A Global History of
Black Women's Mental Health**

W. E. B. Du Bois's Data Portraits Visualizing Black America

THE COLOR LINE AT THE TURN OF THE TWENTIETH CENTURY



WHITNEY BATTLE-BAPTISTE and BRITT RUSERT, editors

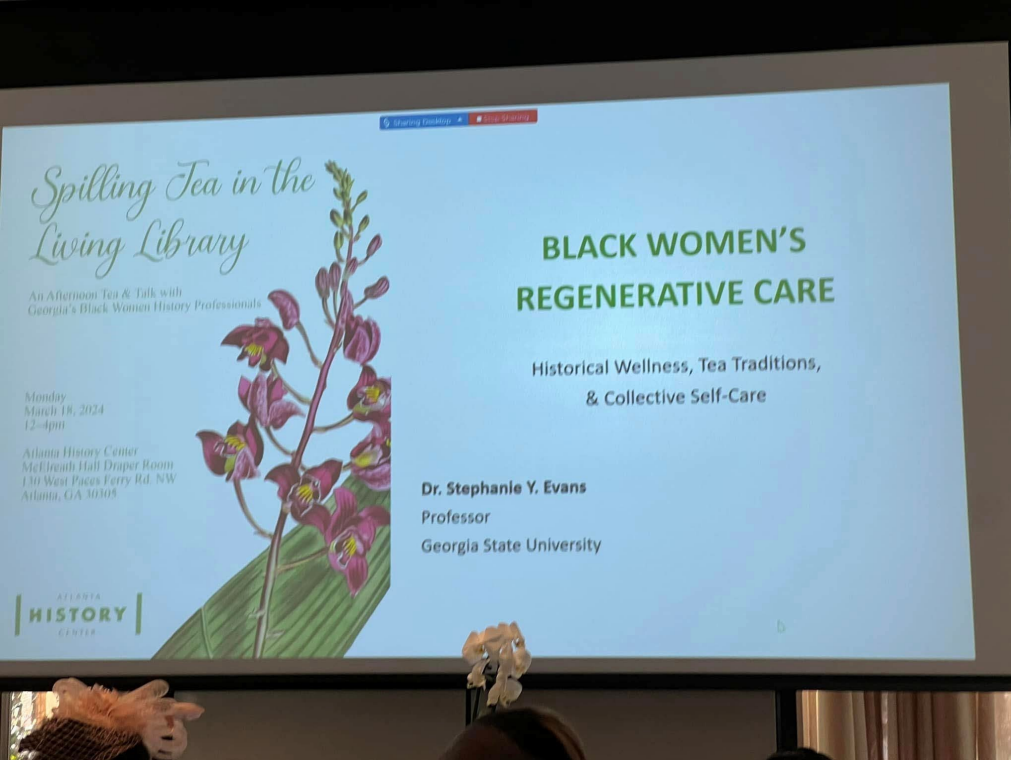
HOLISTIC HEALTH

Black women around the globe have written about how tea has improved their pursuit of health. Whether drinking tea to relax and relieve anxiety, sharing tea and recipes in a community, or communing in sacred spaces. Tea is also a ubiquitous way Black women support wellbeing, including religious observance, nursing and illness recovery, sexual and reproductive health, socializing children, beauty maintenance, and as a tool for economic organizing and political activism.

MENTAL	PHYSICAL	SPIRITUAL	SOCIAL	ECONOMIC	POLITICAL
<ul style="list-style-type: none"> • Anxiety • Depression • Relaxation • Slow lifestyle 	<ul style="list-style-type: none"> • Reproductive health • Colds • Soothing symptoms of illness (cancer recovery) • Voice maintenance • Beauty 	<ul style="list-style-type: none"> • Buddhism • Christianity / church fundraising • Judaism • African / Indigenous (Americas & Australia) 	<ul style="list-style-type: none"> • Culinary traditions • Emancipation celebrations • Social literary & learning • Supper clubs • socializing children 	<ul style="list-style-type: none"> • Colonization • Enslavement • Plantation labor & unionizing • Business ownership 	<ul style="list-style-type: none"> • Temperance movement • BW Club Movement • White House politics <ul style="list-style-type: none"> ○ Mary McLeod Bethune ○ Dorothy Height ○ Pauli Murry ○ Eartha Kitt ○ Lorraine Hansberry ○ Belva Davis ○ Michelle Obama • #MeToo Movement (Burke)



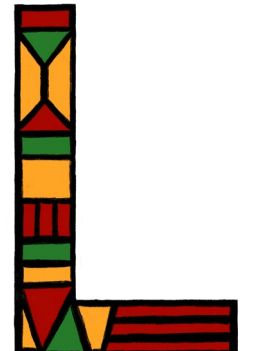

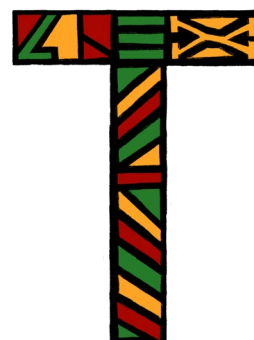
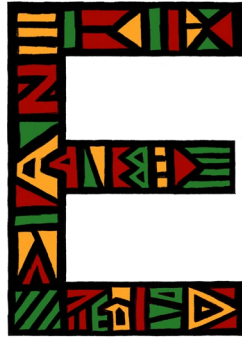
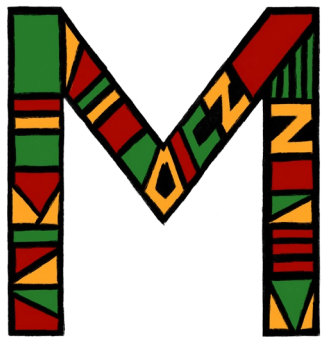
MOTHERVINES | A History of Black Women and Wine



TEACH

Find Your Voice through Everyday M.E.N.T.A.L. Health

Six Practices in Black Women's Historical Wellness



MEDITATION

EXERCISE

NETWORKING

TRUST IN GOD

ACTIVISM

LEARNING

Spiritual

Social

Physical

Economic

Political

Mental

ACADEMIC PRACTICE

WRITING

BLACK

FEMINIST

WRITING

BLACK

A Practical Guide
to Publishing
Academic Books

FEMINIST

WRITING

Stephanie Y. Evans

BOOK OUTLINE

Preface: *Time to Think*

1. Introduction: **Academic Stress**

2. **Regenerative Writing**: Learn, Create, and Teach the Practice of Self-Care

3. **Voice**: *Personal Practice*

4. **Argument**: *Professional Practice*

5. **Editing**: *Publishing Practice*

6. **Community**: *Public Practice*

7. **Institution**: *Political Practice*

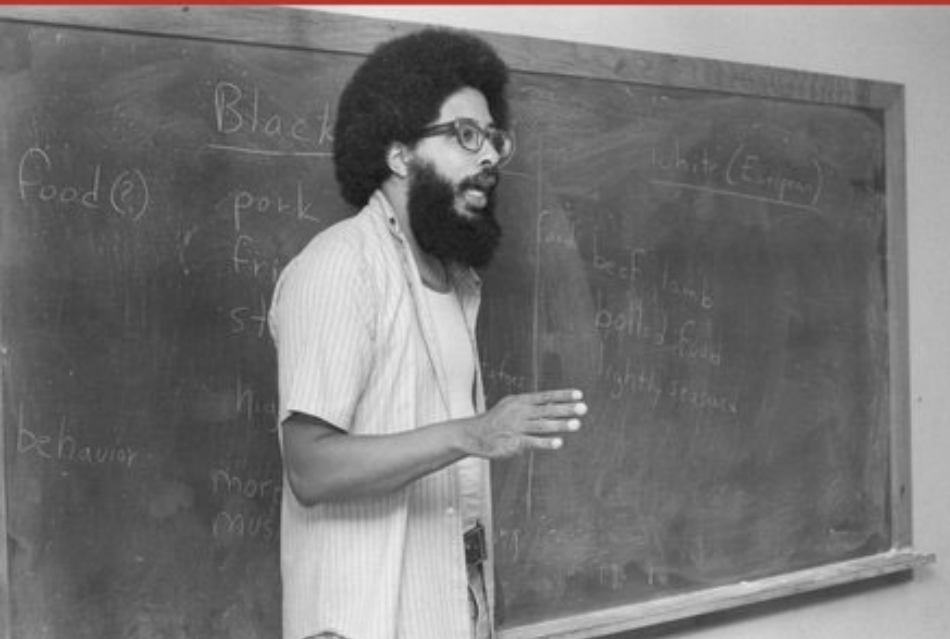
8. Conclusion: **Academic Wellness**

Coda: *Feeling Good*

The Journal of
**AFRICAN
AMERICAN
HISTORY**

A Journal of the Association for the Study of African American Life and History
FOUNDED BY DR. CARTER G. WOODSON

Volume 108 Number 4 Fall 2023



PREFACE

Time to Think

“The most important luxury we have on this planet is the time to think.”

John H. Bracey, Jr.

(1941–2023)

UMass-Amherst, 1972

W. E. B. Du Bois Department of Afro-American Studies

Credit: University Photograph Collection,

Robert S. Cox Special Collections and University Archives Research Center,

UMass Amherst Libraries.

MINDFULNESS AND COMPASSION

Writing and Working for Freedom and Equality

WELLNESS WORK

1988 Hypnotherapy (**Westland**)

1992 Massage Therapy (**Mueller**)

2001 Cardio Kickboxing & Spinning (**AFAA**)

2017 Mindfulness Based Stress-Reduction (**MBSR**)

2017 Kemetic Yoga (**ATL**)

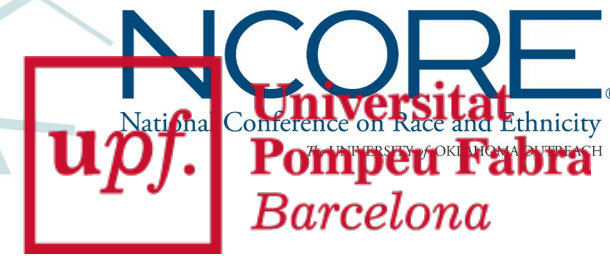
2019 Cognitive-Based Compassion Training (**CBCT**)

2020 MBSR Week-long Silent Retreat (**ATL**)

2023 Freedom to Learn Workshop (Online)

ORIGINS OF THIS WORK

“Everyday” Writing and Feminist Peer Review



CHAPTERS

Five Locations of Practice

Writing Every Day with the Morning Star

- Personal Practice **FIND YOUR VOICE**
- Professional Practice **STATE YOUR ARGUMENT**
- Publishing Practice **EDIT AND ORGANIZE YOUR STRUCTURE**
- Public Practice **ENGAGE YOUR COMMUNITY**
- Political Practice **INSTITUTIONALIZE BWST**

Coda

Feeling Good

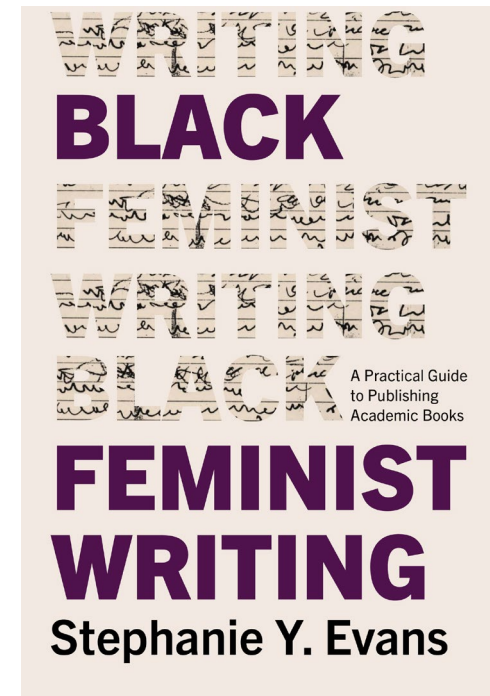
The longer you can pull yourself out of a kind of rat race and out of an economic kind of depravation and can sit still and let your mind flow freely, then the better the world will be for everybody.

—John H. Bracey, Jr. (2017)

Black Feminist Writing

A PRACTICAL GUIDE TO PUBLISHING ACADEMIC BOOKS

Discussion / Q & A



SESSION EVALUATION

Please evaluate this session using the NCORE ATTENDEE HUB app:

- 1) Find and click on this session's index number/title
- 2) Under the session description, go to "Forms" and click on "Evaluate this Session"

Thank you for your feedback. It is a valuable resource to our presenters and shapes future programming. Enjoy the rest of your sessions!