



# Leadership Experiences of Administrators in Colleges of Agriculture at Historically Black Colleges and Universities and the Leadership Identity Development Model

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## Introduction

College professors and administrators must go beyond traditional authority roles; their engagement with students significantly shapes institutional culture and motivates student success.

## Leadership Identity Development Model (LID)



★ **Awareness:**  
Leaders exists

★ **Exploration/Engagement:**  
Involved, but not leading

★ **Leader Identified:**  
I can lead in certain roles

★ **Leadership Differentiated:**  
Leadership is a process, not a title

★ **Generativity:**  
I develop others as leaders

★ **Integrate/Synthesis:**  
Leadership is part of who I am



## Purpose

Understand how Black faculty members as administrators in the College of Agriculture at Historically Black Colleges and Universities (HBCUs) perceive leadership and how it shapes their leadership identity.

## Research Question

How do participants' perspectives on leaders and leadership influence their placement in the LID model?

## Findings

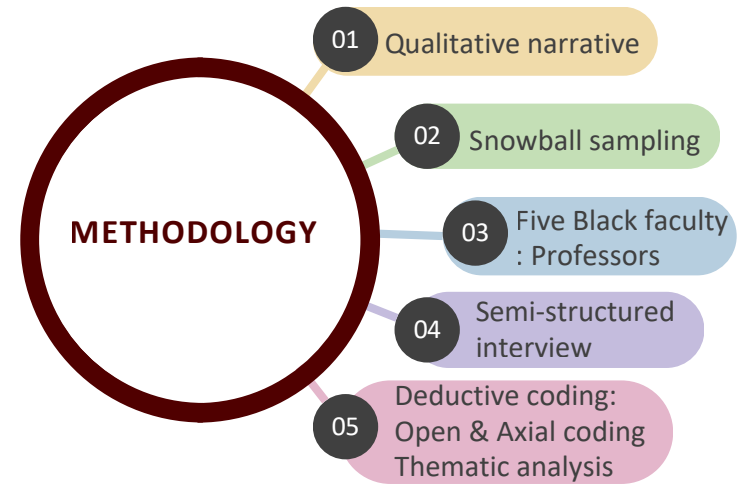
★ Participants demonstrated characteristics across all six stages of the LID model.

★ Leadership identity was strongly shaped by family support, mentoring and collegial relationships.

★ Administrators viewed themselves as role models and mentors for student's junior faculty

★ *“Leadership makes the train go forward without running into anything. When I say not to run into anything, is critical that no passengers are injured and that the ride is as smooth as possible.”*

- Participant Quote



## Conclusion

Findings showed a strong alignment between lived leadership experiences and the LID model, with skills developed over time applied to current and future roles.

## Recommendations

### RESEARCH EXPANSION

- Expand leadership research on Black faculty in Colleges of Agriculture at HBCUs using non-deficit perspectives.

### RACE & GENDER INTERSECTION

- Examine the intersection of race and gender in leadership identity development.

### INCLUSIVE LEADERSHIP

- Investigate gender-inclusive leadership approaches within agricultural education and administration.