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Florida International University
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Doctoral Dissertation Defense

Abstract
Professionals of Haitian Ancestry: Examining the Predictors of Career Success
by
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As the second largest foreign-born population, approximately 27.5% of the Haitian population— in the U.S. — ages 25 and above— had a high school diploma, 15.6% held a bachelor’s degree and 7.5% had a graduate degree or higher (ACS, 2019). Moreover, 40% of Haitian immigrant adults (ages 16 and older) were employed in service occupations, compared to 25% of all immigrant adults (U.S. Census, 2012; U.S. Census, 2020). The data indicates Haitians are lagging in matriculation between high school and post-secondary education. Due to these findings, this study examined the relationships among salary earning, educational attainment, community support, resilience, and the career success of Haitian professionals to seek a fresh and new perspective.

Vygotsky’s (1961) sociocultural, Bronfenbrenner’s (1992) ecological systems, and Ungar’s (2011) social ecology of resilience perspectives were theoretical guides. Using a tailored design method (TDM) survey research design and a latent variable mediation analysis the study tested the independent and mediator variables influence on the career success of Haitian professionals. Two hundred and fourteen respondents participated (n = 214) and the sample consisted of respondents from two professional organizations whose primary audience identify as being Haitian by ancestry. The results show that significant relationships exist between salary earnings (β = 0.217, t = 2.672, p > 0.008), community support (β = 0.335, t = 4.411, p = 0.00) and career success (β = 0.326, t = 3.656, p < 0.01). The results also showed a nonsignificant relationship between educational attainment (β = -0.01, t = 0.109, p < 0.913), resilience (β = 0.018, t = 0.199, p < 0.842) and career success. The indirect effect of community support, resilience and career success indicate significance (β = 0.009, t = 0.196, p = 0.8440) and the relationship between community support and career has no mediation. The study concludes that the variables influence on the career success of Haitian professional was partially supported. The study recommended that more research is conducted using educational attainment and resilience as moderating variables and the predictive structural equation model is used to generate new research as it pertains the Haitian ancestry group and their cultural legacy.

Date: March 30th, 2022,
Time: 1:00 p.m.
Place: ZEB – 234

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