Surviving BLACKademia:
Experiences of Black Faculty in the UC

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Session Overview

Today’s higher education institutions are more diverse than ever. Yet, the number of Black faculty has not kept pace. In the United States, only approximately 5% of faculty in higher education are Black. In the UC this number is below 3%. Some would even go as far as to say that academia is structured to exclude Black men and women. In this session, panelists will engage in a conversation around strategies for navigating the often hostile work environment for Blacks in the academy. Additionally, panelists will discuss the disproportional service role that they maintain on campus to serve as mentors, advisors, committee members and support to marginalized student populations on campus. Speakers will also examine the institutional features of the academy, which help to explain the challenges Blacks face and what can be done to recruit and retain Black faculty.
Session Goals

• Highlight the potential challenges (and opportunities) for Black faculty in academia

• Reinforce why it is important to have Black faculty in the academy

• Discuss why the pipeline to the professoriate is so important
Christopher Bayne, M.D.

Dr. Bayne specializes in hand, upper extremity and microvascular surgery. His clinical interests include hand, wrist, elbow, and shoulder surgery; upper extremity joint replacement and reconstruction; arthroscopy; microvascular reconstructive free tissue transfer; brachial plexus and peripheral nerve surgery; tumors, and congenital deformities. He is committed to providing the highest level of quality and compassionate care to his patients. He believes that excellent outcomes are achieved by applying the best available scientific evidence to the needs of each individual patient.

His ultimate goal as a health care provider is to empower patients and their families to make the best possible informed decisions regarding their treatment options.
Dr. Raquel M. Rall is an Assistant Professor of Higher Education at UC Riverside. Prior to that appointment, she was a UC Chancellor’s Postdoctoral Fellow. She is a graduate of the University of Southern California’s Rossier School of Education where she earned her Ph.D. in urban education policy. She obtained undergraduate degrees in human biology and African and African American Studies from Stanford. Her research sits at the intersection of higher education leadership and governance and equity. Within these areas, Rall strives to identify best practices to improve outcomes, experiences, and representation of traditionally marginalized communities.
Sabrina Strings, Ph.D. is Asst. Professor of Sociology at the University of California, Irvine. She was a recipient of the UC Berkeley Chancellor’s Postdoctoral Fellowship with a joint appointment in the School of Public Health and Department of Sociology. Sabrina is also an award winning author with publications in diverse venues including, Ethnic and Racial Studies; Signs: Journal of Women in Culture and Society, Fat Studies: An Interdisciplinary Journal of Body Weight and Society and Feminist Media Studies. Her new book, Fearing the Black Body: The Racial Origins of Fat Phobia (NYU Press 2019), was named one of Essence magazine’s "10 Books We're Dying To Toss Into Our Summer Totes." It also made “must read” lists in Ms. Magazine, Colorlines, and Bitchmedia, and has been featured on NPR, KPFA and WNYC.
The Pipeline Numbers Aren’t Good…

- 4.1% • Black Undergraduates in the UC
- 3% • Black Graduates in the UC
- 2.8% • Black Faculty in the UC

*based on the most recent numbers available on https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity
Some Questions Covered

• What attracted you to the UC? What is necessary to keep you in the UC? What would cause you to leave the UC? (Recruitment & Retention are problems in the UC)

• Does your campus have a Black Faculty and Staff Association or group that gets the Black faculty on campus together? How do you connect with the Black folks on campus? (Sense of Belonging/Critical Mass/Isolation)

• How is your experience different from your non Black colleagues on campus? (Black tax, etc.)

• What is something you wish you knew going into your tenure track position that you know now? (Reflection)
Thank you!

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