

Leading with Courage

A professional learning experience on
the African American presence at UC

Surviving BLACKademia: Experiences of Black Faculty in the UC

Christopher O. Bayne, M.D. | UC Davis
Raquel M. Rall, Ph.D. | UC Riverside
Sabrina A. Strings, Ph.D. | UC Irvine

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

Speakers

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.

Speakers



Raquel M. Rall, Ph.D.

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.

Speakers



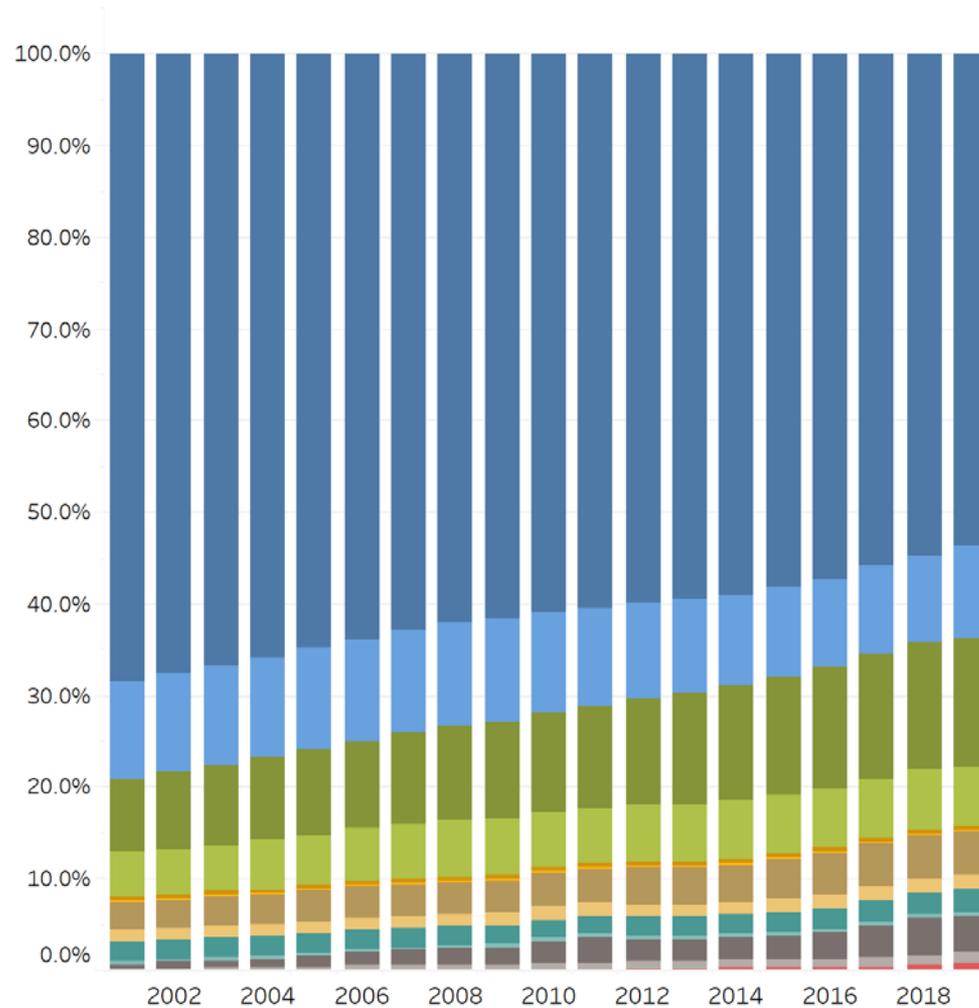
Sabrina Strings, Ph.D.

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.

Percentage by Race/Ethnicity & Citizenship (April 2019)

White	Domestic	53.7%
	International	9.9%
Asian/ Native Hawaiian	Domestic	14.1%
	International	6.6%
Hispanic/ Latino(a)	Domestic	4.8%
	International	1.6%
American Indian	Domestic	0.4%
	International	0.0%
Black/ African/ African American	Domestic	2.5%
	International	0.3%
Two or More Races	Domestic	0.7%
	International	0.1%
Unknown	Domestic	4.0%
	International	1.4%

Share of Headcount by Race/Ethnicity & Citizenship (April)

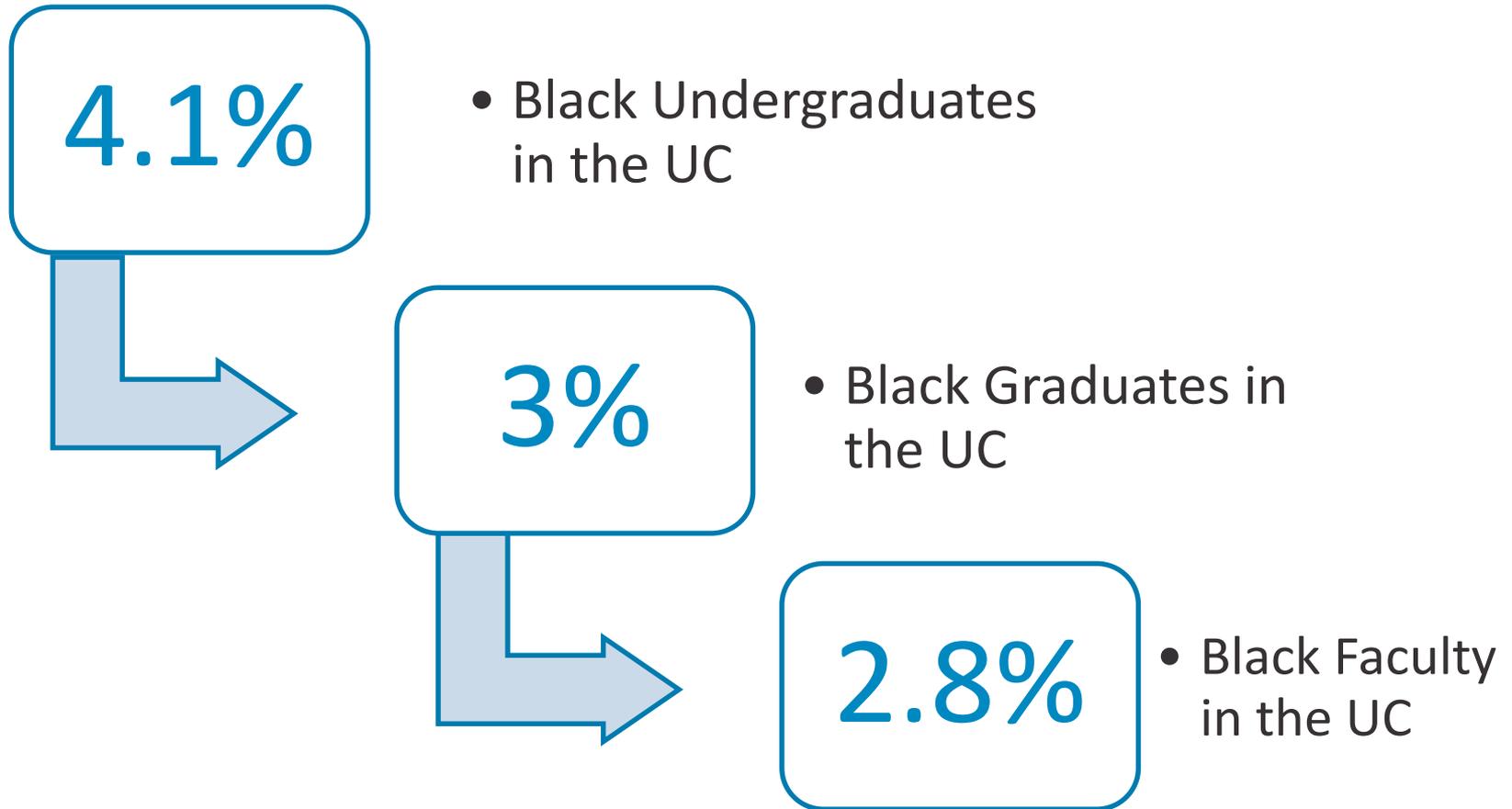


- Academic Categories**
- Faculty
 - -- Ladder-rank and Equivalent
 - -- Clinical/In-Residence/Adjunct
 - -- Lecturers
 - Non-Faculty Academics
 - -- Other Academic Employees
 - -- Postdoctoral Scholars
 - -- Medical Interns/Residents
 - -- Student Teaching/Rsrch Assts

Service Focus
All

Age
All

The Pipeline Numbers Aren't Good...



*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!

Christopher O. Bayne, M.D. | UC Davis
cbayne@ucdavis.edu

Raquel M. Rall, Ph.D. | UC Riverside
raquel.rall@ucr.edu

Sabrina A. Strings. Ph.D. | UC Irvine
sstrings@uci.edu