



# **Black Faculty in the Academy: Narratives for Negotiating Identity and Achieving Career Success**

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## Black Faculty in the Academy: Narratives for Negotiating Identity and Achieving Career Success

Through candid discussions and personal counter-narrative stories, *Black Faculty in the Academy* explores the experiences and challenges faced by faculty of color in academe. Black faculty in predominantly White college and university settings must negotiate multiple and competing identities while struggling with issues of marginality, otherness, and invisible barriers. This important book illuminates how faculty can develop a professional identity that leads to success in academe, while at the same time remaining true to cultural and personal identities. Through rich narratives, chapter authors situate race-related encounters at the center of their experience in an effort to deconstruct and challenge commonly held assumptions about life in academe. They also provide key recommendations and strategies to help faculty of color ensure their continued professional success. Framed by critical race theory, these stories show how faculty can successfully maneuver through all stages of a career in academe, including tenure and promotion, publication, mentoring, networking, teaching, and dealing with institutional climate issues. This valuable book is for faculty and administrators seeking to create an environment that nurtures professional growth and fosters success among Black faculty.

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