



LOS RIOS

COMMUNITY
COLLEGE
DISTRICT

TRAINING
AND
DEVELOPMENT

Faculty Diversity Internship Program

Meet your presenters



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Quick introductions

- Name
- District
- Graduate major/discipline
- What do you hope to learn today?



Our District



LOS RIOS
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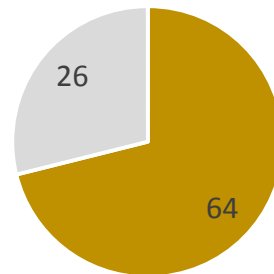


- Second largest public community college district in California
- 4 colleges, 10 outreach centers serving the greater Sacramento region
- Enroll about 52,000 annually (2016-17)
- 1,028 full time faculty (Fall 2017)



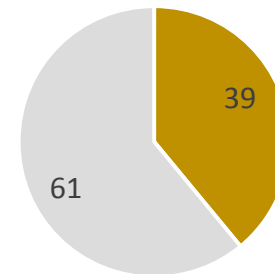
Race & Ethnicity

Student Diversity



■ Students of color ■ Faculty

Faculty Diversity



■ Faculty of color ■ White



Program goals

- Meet the changing needs of our diverse students
- Enhance the diversity of full and part-time faculty
- Attract & recruit qualified candidates to serve as faculty
- Provide mentoring & training opportunities for prospective faculty



Two main components

Faculty training in the fall

- 40 hours of faculty training
- 7 Saturdays: 8:30-2:30
- Topics: System overview, preparing for class, student learning assessment, classroom strategies, working with diverse learning styles and student populations.

Classroom experience in the spring

- Hands-on experience with a faculty mentor
- Classroom observation
- Deliver lessons
- Instructional activities: create assignments, prepare tests, review textbooks, conduct office hours, read/grade homework, papers, and tests, meet division personnel or attend committee meetings



Eligibility Criteria

- **Meet by end of Spring '19 the minimum qualifications for subject area discipline** described in the [*Minimum Qualifications for Faculty and Administrators in California Community Colleges*](#)
- **Demonstrate sensitivity to and understanding of** the diverse academic, socioeconomic, cultural, disability, gender identity sexual orientation, and ethnic background of community college students, including those with physical or learning disabilities as it relates to differences in learning styles.
- **No prior paid higher ed. teaching experience** as instructor of record



The voice of a faculty intern

- Recruitment process
- Training experience
- Classroom experience



Balancing work, internships and life

- Patience with the process
- Connecting with others
- Being bold



The voice of a graduate and new hire

- Was clear on my path early on.
- Volunteered my time at the community college.
- Built a network early on and stayed connected.
- Researched and asked questions often.
- Worked with programs related to my field of interest.
- Worked for various programs & colleges to help strengthen my work experience.



Life as a tenured-track faculty member

- Balancing technical knowledge and compassionate guidance
- Collaborating with different departments, faculty, management and staff
- Be an advocate for students through service on committees
- Mentorship
- Community Involvement
- Outreach



Interested?

1. Complete LRCCD Faculty Application (located on the District website: www.losrios.edu under Jobs).
2. Search for *Temporary Positions*, then *Adjunct Faculty*. Select FDIP Pool for information and correct application.
3. Professional Resume/Curriculum Vitae
4. Letter of Interest (one page maximum)
5. Unofficial copies of college transcripts



Application “Must-Haves”

1. Detailed information
2. Professional Presentation
3. Impactful Diversity Response
4. Position-Specific
Education/Experience
5. Accurate/Current Information

Diversity question

As an equal opportunity employer with a diverse staff and student population, the Los Rios Community College District is committed to creating an inclusive and effective teaching and working environment for all.

What contributions are you most proud of that exemplify your awareness and sensitivity towards promoting an inclusionary environment? What have you learned working with diverse populations?



I applied. Now what?

- Check your email regularly
- Watch your spam folder
- Invited to an interview? Congratulations! Follow all instructions carefully.
- Good luck!

One last thing: Where & how we post

- College Department
- CareerBuilder
- Chronicle of Higher Ed (Vitea.com)
- Community College Registry Job Fair: Oakland
- Community College Registry Job Fair: Los Angeles
- Community College Registry Online Job Board
- Community Outreach (ex. Festivals, etc.)
- CommunityCollegeJobs
- Craigslist
- EdJoin
- Facebook (Campaign)
- Facebook (Los Rios Page)
- Glassdoor
- Greater Sacramento Urban League
- HigherEdJobs
- Indeed
- Instagram
- Job Sites
- Job Journal
- Latina Leadership Network of the California Community Colleges
- LinkedIn
- Professional Networks
- Sacramento African American Chamber of Commerce
- Sacramento Asian Chamber of Commerce
- Sacramento Builders Exchange
- Sacramento Hispanic Chamber of Commerce
- Sacramento Rainbow Chamber of Commerce
- SacramentoWorks
- Twitter
- YouTube
- ZipRecruiter



Thank you

Questions?

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