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

• 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: 26
- Faculty: 64

Faculty Diversity

- Faculty of color: 39
- White: 61
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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