



LOS RIOS

COMMUNITY
COLLEGE
DISTRICT

TRAINING
AND
DEVELOPMENT

Faculty Diversity Internship Program

Increasing the Diversity of Classroom Faculty

&

Eventually Administrators

Meet your presenters



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Los Rios Community College District



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President
Folsom Lake College



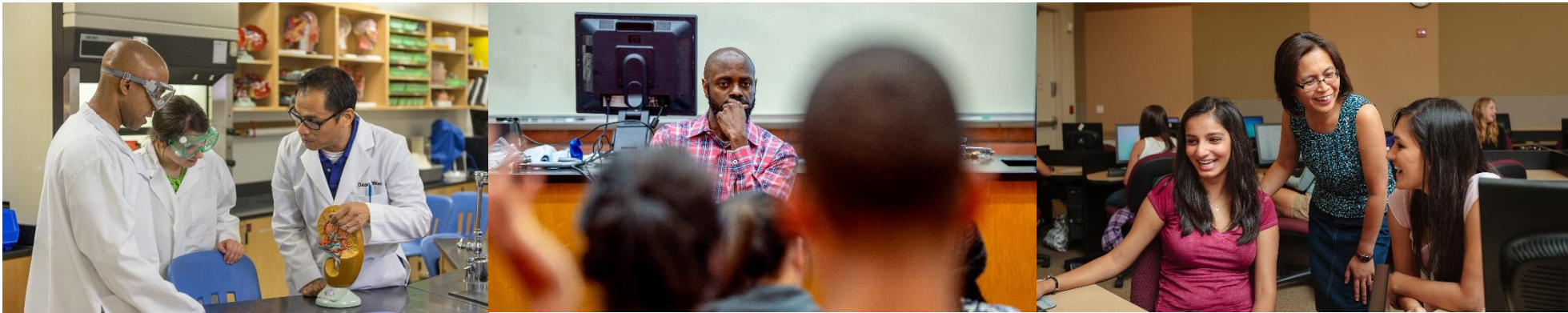
Our District



LOS RIOS
COMMUNITY
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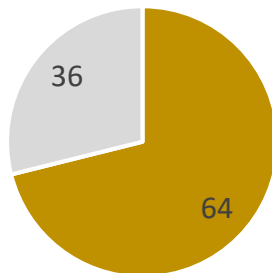


- Second largest public community college district in California
- 4 colleges, 10 outreach centers serving the greater Sacramento region
- Enrolled 67,779 in Fall 2018
- 1,028 full time faculty (Fall 2017)



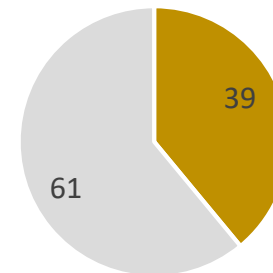
Race & Ethnicity

- Student Diversity



■ Students of color ■ Faculty

- Faculty Diversity



■ Faculty of color ■ White



Total Eligible Applicants

Race/ethnicity	Classified: 9,057	Faculty: 2,404	Management: 1,491	Total
American In/Al Nat	0.6%	0.5%	1.6%	0.7%
Asian	15.4%	11.7%	9.5%	13.5%
Black/Af American	10.6%	8.3%	18.9%	11.1%
Decline to state	7.4%	9.6%	6.5%	7.9%
Hispanic/Latinx	21.6%	14.0%	16.7%	18.8%
Native Haw/PI	1.1%	0.1%	0.2%	0.7%
2+	6.2%	5.0%	5.3%	5.7%
White	37.1%	50.8%	41.4%	41.6%
Total	100.0%	100.0%	100.0%	100.0%



Applicants Interviewed

Race/ethnicity	Classified	Faculty	Management	Total
American In/Al Nat	0.8%	0.4%	2.2%	0.9%
Asian	16.4%	11.2%	13.0%	14.7%
Black/Af American	7.9%	9.1%	16.5%	9.4%
Decline to state	7.1%	7.7%	2.9%	6.6%
Hispanic/Latinx	19.9%	16.8%	20.3%	19.2%
Native Haw/PI	0.7%	0.0%	0.0%	0.4%
2+	5.7%	4.9%	4.8%	5.4%
White	41.4%	49.9%	40.3%	43.3%
Total	100.0%	100.0%	100.0%	100.0%



Applicants Hired

Race/ethnicity	Classified: 201	Faculty: 41	Management: 43	Total
American In/Al Nat	0.6%	1.9%	0.0%	0.8%
Asian	19.9%	9.4%	14.7%	16.9%
Black/Af American	9.0%	15.1%	11.8%	10.7%
Decline to state	4.5%	1.9%	0.0%	3.3%
Hispanic/Latinx	19.9%	13.2%	26.5%	19.3%
Native Haw/PI	1.1%	0.1%	0.2%	0.7%
2+	6.2%	5.0%	5.3%	5.7%
White	37.1%	50.8%	41.4%	41.6%
Total	100.0%	100.0%	100.0%	100.0%



FDIP 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



The voice of a faculty intern

- Recruitment process
- Training experience
- Classroom experience
- Administrative experience



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



Application process

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?



Interview Process

- Equivalency Review conducted by campus faculty
- 15" interviews with faculty and DO staff
- 5 questions
- Selection
- Mentor matching conducted by FDIP Facilitators



Current class

Race/ethnic	Count	% of Total
Not disclosed	1	3.6%
Male	7	25.0%
Female	19	67.9%
Non-binary	1	3.6%
African American	11	39.3%
Am Indian/Alaskan Native	0	0.0%
Asian/Pacific Islander	2	7.1%
Hispanic/Latinx	10	35.7%
2+	2	7.1%
White	1	3.6%
Not disclosed	2	7.1%
Total	28	100%



Budget

Things to consider:

Faculty Stipends: interviews (\$37-57/hour), facilitators (\$2,500), lead teachers (\$3,500), mentors (\$500)

Materials: handbooks, training binders, textbook(s) (*New to College Teaching*/\$44)

Meals

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 (0.24%)
- Community Outreach (ex. Festivals, etc.)
- CommunityCollegeJobs (0.24%)
- Craigslist (2.99%)
- EdJoin (10.9%)
- Facebook (Campaign)
- Facebook (Los Rios Page)
- Glassdoor (1.14%)
- Greater Sacramento Urban League
- HigherEdJobs (22.7%)
- Indeed (54.9%)
- Instagram
- Job Sites
- Job Journal
- Latina Leadership Network of the California Community Colleges
- LinkedIn (0.87%)
- Professional Networks & affinity groups
- Sacramento African American Chamber of Commerce
- Sacramento Asian Chamber of Commerce
- Sacramento Builders Exchange
- Sacramento Hispanic Chamber of Commerce
- Sacramento Rainbow Chamber of Commerce
- Sacramento Works
- Twitter
- Vitae (2.95%)
- YouTube
- ZipRecruiter



Thank you

Questions?

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