

FACULTY DIVERSITY INTERNSHIP PROGRAM COMPARISON CHART

| | Los Rios CCD | Peralta CCD | San Diego & Imperial Valley CCCA |
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| Founded | 1989 | 1992 | 1994 |
| Website | http://www.losrios.edu/hr/FDIP_Overview_2014_2015.pdf | http://web.peralta.edu/facultydiversity/ | https://interwork.sdsu.edu/main/sdiccca/ |
| # of campuses | 4 | 4 | 10 |
| Staffing | 1 part-time coordinator | 1 part-time coordinator | 1 campus coordinator and 1 regional director |
| Length of participation | 1 year | 1 semester | 11 months |
| # of interns per year | 25 | | 34-45 |
| Goals | <p>The goal of FDIP is to provide high quality learning opportunities and to enhance the educational needs of our multicultural students.</p> <p>Our ultimate goal is to recruit qualified faculty who mirror our student population and are committed to a diversity of perspectives.</p> | <p>The purpose of the Faculty Diversity Internship Program is to enhance:</p> <p>A. the recruitment of qualified persons from diverse backgrounds pursuing the masters or doctoral degrees, or both, into faculty positions where such degrees are required in the Peralta Community College District, particularly for disciplines for which recruitment is difficult and for disciplines in which a shortage of qualified faculty is anticipated;</p> <p>B. the recruitment of licensed qualified persons from diverse backgrounds currently pursuing an associate degree in vocational instructional positions in the Peralta Community College District, particularly for disciplines for which current industry experience is important and disciplines for which recruitment is difficult and in which a shortage of qualified faculty is anticipated;</p> <p>C. the recruitment of persons who meet the regular faculty minimum qualifications but who lack teaching experience for which current industry experience is important and/or disciplines for which recruitment is difficult and in which a shortage of qualified faculty is anticipated; and</p> <p>D. the District's effort towards building diverse and representative faculty.</p> | <p>SDICCCA strives to:</p> <ul style="list-style-type: none"> • Introduce graduate students and students recently completing their Master's degree, to the community college environment and student population. • Arrange successful mentoring relationships that support the development of interns and mentors as master counseling, Library, or classroom faculty members. • Provide training for interns emphasizing assessment of student learning outcomes, strategies for providing students with basic skills, and strategies to engage a diverse population of adult learners in the learning process. • Describe to interns job search techniques as well as address important issues regarding community college policy and decision-making. • Nurture the highest levels of integrity and ethics in every aspect of the intern's professional life • Create a database of current and former interns to enable participating community colleges to recruit for part-time and full-time faculty positions. • Introduce industry practitioners to the community college environment as they |

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| | | | <p>complete degrees that would qualify them to teach at community colleges.</p> <ul style="list-style-type: none"> • Evaluate the program and disseminate information about the program to interested parties. <p>Each SDSU Continuing Education course includes specific student learning outcomes. On a broader spectrum, at the end of this program interns will be able to:</p> <ul style="list-style-type: none"> • Articulate their strengths and areas needing development in order to be successful as a part-time or full-time counseling, library, or classroom faculty member. • Network professionally among the local community colleges. • Garner working, professional relationships with faculty and staff in the SDICCCA region. • Create a realistic, five-year professional plan for counseling, librarianship, or classroom teaching. |
| Intern Compensation | \$1,000 | \$42-50 per hour | (-\$600) |
| Mentor Compensation | \$500 | \$500 | |
| Eligibility | <p>MA with no experience or nearly done with MA</p> <p>BA with 2 yrs exp or AA with 6 yrs exp (CTE)</p> | <p>Completion of half of MA or DR program</p> <p>Completion of half of BA and 4 yrs exp or completion of half of AA and 6 yrs exp (CTE)</p> | <p>MA with no experience or completion of half of MA or DR program</p> <p>BA and 2 yrs exp (CTE)</p> |
| Application Process | Application; Letter of Interest; Resume; Transcripts | Application; Cover Letter; Resume; Transcripts | Application; Resume; Transcripts |
| Deadline | August | Rolling | March 15 |
| Selection | | Approved by Academic Senate | 3 member selection committee |
| Required Workshops | Required | Recommended | Required |

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| Workshops | Curriculum; Instruction & Assessment; Theory & Practice; Effective Teaching & Classroom Communication Strategies; Diverse Learning Styles | Getting Past Gatekeepers; Classroom Assessment; Cultural Competency | Teaching & Learning Process: Good Teaching Practices; CC Structures & Organization; CC Hiring Process; Practice Interview Techniques |
| Intern Responsibilities | <ul style="list-style-type: none"> • Participation in faculty preparation program semester prior to internship (6 sessions) • 34 hours of CC faculty instruction | <p>A. Teach one class for one semester (Intern may reapply for up to three semesters);</p> <p>B. Work closely and meet regularly with a Faculty Mentor;</p> <p>C. Prepare course syllabus according to college standards; and</p> <p>D. Participate in department meeting.</p> | <ul style="list-style-type: none"> • Attend Summer institute course • Interns shadow mentors in the fall, includes tutoring students, preparing course materials, teach segments of class and attend institute course • Interns teach own section in the spring and attend institute course |
| Intern Evaluation | | 1 mid-term | |