Bakersfield College Faculty Diversification Fellowship Program
Student/Faculty Racial Make-up

Fall 2018: Faculty-to-Student Comparison

- White Non-Hispanic
- Hispanic
- Asian
- African-American

- Academic, Tenured & Temporary Faculty
- Students
Program Description

Targets post-baccalaureate students interested in teaching in a 2-year college, who are enrolled in the last semester of a qualified STEM graduate program, are a recent graduate of the program, Ph.D. candidates pursuing a STEM path, or have attained postdoctoral standing in a qualified STEM field;

Fellows will actively participate in a mentorship collaboration with a Bakersfield College faculty.

Fellows will gain exposure to the community college culture, including best practices for teaching and supporting the diverse group of students enrolled at Bakersfield College.
Program Learning Outcomes

The Bakersfield College Faculty Diversification Fellowship Program:

- Focuses on preparing fellows, from underrepresented minority (URM) groups, in the professional, pedagogical, and socio-cultural skills for community college faculty positions;
- Increases the diversity of California Community College faculty by preparing URM candidates to effectively navigate the faculty application and interview process.
- Increases the retention, progression, and success rates of URM students by increasing the number of faculty that properly represent student demographics.
**Program Model**

- **Phase I (Fall 2020):** Fellows will participate in the onboarding and orienting process by attending FLEX workshops, cohort sessions, classroom shadowing (via a paid TA role), and regularly meeting with their faculty mentor.

- **Phase II (spring of 2021):** Each fellow will be assigned their own course load in their discipline, the continued mentorship in this stage will allow for a cohesive transition.
## Overarching Regional Collaborative Goal: Establish a Faculty Fellowship Program to address issues of Equity in the recruitment and hiring process of qualified and diverse STEM faculty

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<th>Players/ Collective Impact Criteria</th>
<th>Common Agenda</th>
<th>Shared Measurements</th>
<th>Mutually Reinforcing Activities</th>
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<tr>
<td>Co-Leads</td>
<td>Outline the goals of the Regional Collaborative</td>
<td>Collect data on faculty diversity in STEM areas</td>
<td>Establish and plan RC meetings and oversee the work in alignment with established goals</td>
<td>-Utilize funding source's timeline for support and accountability</td>
<td>-Rely on Project BEST’s model for the planning and development of the mentorship program</td>
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<td>Institutional Administrators</td>
<td>Establish and document needs for the Faculty Fellowship Program</td>
<td>Utilize disaggregated data collected to establish goals for recruitment and placement of Fellows</td>
<td>Ensure resources are available to successfully maintain the RC goals</td>
<td>-Utilize the Achieve the Dream (ATD) platform to provide professional development opportunities for Faculty Fellowship Program candidates</td>
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<td>STEM Faculty</td>
<td>Identify gaps in STEM faculty recruitment</td>
<td>Establish goals for the Bakersfield College faculty mentorship portion</td>
<td>Utilize RC partnerships to address areas of need (e.g. Math faculty recruitment) Recruit faculty (2-year) to participate as mentors in the program</td>
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<td>Education Faculty</td>
<td>Focus on joint curriculum for the program</td>
<td>Create curricular goals for the program</td>
<td>Push curricular plan through governance boards for approval</td>
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<td>Rural Initiatives Team (BC)</td>
<td>Identify placement of Fellows in high-need areas</td>
<td>Set goals for addressing placement gaps in rural sites</td>
<td>Work with STEM faculty in identifying mentoring faculty that can help candidates transition to their assigned site</td>
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Faculty Diversification is Supported by the Literature

Data show that institutions with faculty of color typically serve students of color with a deeper sense of belonging, higher test scores, and higher persistence rates.

Further, it is not enough to diversify the hiring process, it is vital to also foster and cultivate newly hired URM faculty.

That is why initiatives like the Faculty Fellowship Program assist with both goals. Not only are candidates given exposure to the classroom, they are also mentored by an established faculty member.

Retrieved from https://www.aacu.org/liberaleducation/2017/spring/benitez
Prop 209

“...Proposition 209 does not limit the Chancellor’s Office in making resources available to address faculty and staff diversity. In fact, providing resources needed to advance workforce diversity in the system is in direct support of Goal 5 of the Vision for Success.”

Title V Minimum Requirements

§ 53502. Minimum Qualifications. A student employed as a faculty intern shall meet the following minimum qualifications:

For those disciplines in which a master’s degree is required, faculty interns shall be enrolled in a master’s or doctoral program at the University of California, the California State University, or any other accredited institution of higher education subject to Chapter 3 (commencing with Section 94300) of Part 59 of the Education Code, and shall have completed at least one-half of the coursework, or the equivalent, in that graduate program...

https://asccc.org/sites/default/files/Minimum_Qualifications2018.pdf (pg. 82)
Advancement of Campus Agenda

SD 4: Leadership & Engagement

- A commitment to build leadership within the College and engagement with the community.

Core Values: Diversity

- We insist that diversity be valued and promoted, recognizing that multiple perspectives lead to a better education and knowledge of the world; listening and witnessing different experiences helps us to understand and contextualize power and privilege related to gender, race, class, religion, disability, and sexuality in terms of access and barriers to resources and opportunities.

COMMITMENT #3: FACULTY & STAFF DIVERSIFICATION

- Bakersfield College commits to establish a Faculty Internship Program to address issues of Equity in the recruitment and hiring process of qualified and diverse STEM faculty. The college has a growing number of students of color and it is imperative for the college to implement practices that will aid in the recruiting and retention of students of color. A Faculty Internship Program allows the college to recruit and train qualified candidates in an effective and fiscally responsible manner.
We Need Your Help

Consider the racial makeup of the faculty in your department, could your area benefit from this program?

In the future, we want to scale this program to an institutional-level and expand to various disciplines.

In order to create a culture of diversity, equity, and inclusivity on our campus, we need your support to champion this effort across our campus. *Can we count on you?*