

SDICCCA Regional Fellowship Program

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Mission

The purpose of the program is to identify, recruit, train, and support a diverse group of prospective community college educators including classroom, library, and counseling faculty in their pursuit of part-time and full-time faculty positions as well as student services and administrative professionals within community colleges in the region.

Title 5 Authority

SUBCHAPTER 5. FACULTY INTERNSHIP PROGRAMS

§53501. Purposes.

(a) To enhance the recruitment of qualified persons pursuing the master's or doctoral degrees, or both, into faculty positions in community colleges in California, particularly for disciplines for which recruitment is difficult and for disciplines in which a shortage of qualified faculty is anticipated.

(b) To enhance the recruitment of qualified persons pursuing an associate degree into faculty positions in community colleges in California, particularly for disciplines for which current industry experience is important and disciplines for which recruitment is difficult and in which a shortage of faculty is anticipated.

(c) To enhance community college efforts toward building a diverse and representative faculty.

§53502. Minimum Qualifications.

(b) For those disciplines for which a master's degree is not expected or required, the faculty intern shall possess any license or certificate required to do that work and (1) be within one year of completing the associate degree and have six years industry experience in the discipline, or (2) have completed the associate degree and have completed five years of industry experience in that discipline.

Current Model

Mentoring

1. Fellow is placed with a mentor on a host campus
2. Must complete 135 hours per semester
3. Engaged in a variety of tasks:
 - a. Class/Counseling Observations
 - b. Lecture development
 - c. Projects
 - d. Syllabi review
 - e. Professional Learning
 - f. Department meetings
4. Mentors are not paid
5. Varies by campus

SDSU ED 997 Course

1. 2-unit course through College of Extended Studies
2. August-May
3. 1 workshop/session per month at various campuses
4. Graded assignments
5. Shared knowledge
6. Tuition cost- ~\$400
7. Majority of compensation for coordinator

Previous Assessment (2016)

The program evaluation identified four benefits of participating in SDICCA:

1. Mentorship
2. Teaching experience
3. Professional development opportunities
4. Networking and collaboration opportunities.

The barriers and challenges of implementing the faculty internship program were:

1. Mentor matching
2. Mentor training
3. Class assignment
4. Coordination transitions

Finally, the program evaluation revealed that although SDICCCA does not have a direct impact on increasing faculty diversity, it has a strong impact on preparing new faculty to teach in diverse community colleges.

2018 Assessment

SDICCCA

SAN DIEGO & IMPERIAL COUNTIES
COMMUNITY COLLEGES ASSOCIATION



SAN DIEGO STATE
UNIVERSITY

Regional Fellowship Program

Evaluation 2012-2018



Key Findings: Highlights

*Limited to individuals who completed the program (N= 111)

- ~ 75% of respondents are currently employed in the CC system
- $\frac{2}{3}$ of Fellows who are currently employed in faculty positions are from minoritized backgrounds
- Nearly 90% found the program extremely or very valuable
- Time with mentor was seen as most valuable aspect of program (Inside/outside classroom, networking)
- While this was the lowest value rating: 40% found the units earned through SDSU extremely valuable
 - Over 50% of Hispanic/Latinx students found these units extremely valuable

Key Findings: Challenges

- The requirement to complete unpaid/volunteer hours was the most significant challenge, followed by the cost of tuition, and outside employment issues
- Over $\frac{1}{3}$ of respondents indicated that unpaid/volunteer hours was extremely or very challenging
 - Over 40% of Hispanic/Latinx respondents and 47% of Black/African American respondents
- Approx. $\frac{1}{4}$ of respondents indicated the cost of tuition was extremely or very challenging
 - 36% for Hispanic/Latinx Respondents

Value added for campuses

- Increase diversity amongst faculty pools
- Participation in furthering colleges' mission and commitment to equity
- Fostering an environment of continued professional development
- Shaping the development of future faculty for your college
- Increased integration of part-timers into campus culture/activities
- Students benefit from faculty who are experts in the most current research/trends in andragogy
- Mutually beneficial relationship between mentors and fellows
- Increase training of future part-time and full-time faculty
- Enhanced equity-mindedness amongst future faculty
- Increase knowledge amongst fellows of current issues/hot topics in CCC
- Value to SCFF success metrics

Faculty Diversity-SDICCCA Colleges Fall 2017

Fellow Pool

Over 65% from
minoritized
backgrounds

Part-Time Faculty

30% from minoritized
backgrounds

Full-Time Faculty

32% from
minoritized
backgrounds

Value?

What is the value of a program like this?

How invested are we in ensuring this program is the best it can be?

Current investment

CCC Campuses

- \$500 per college per year
- Campus coordination (Varies)

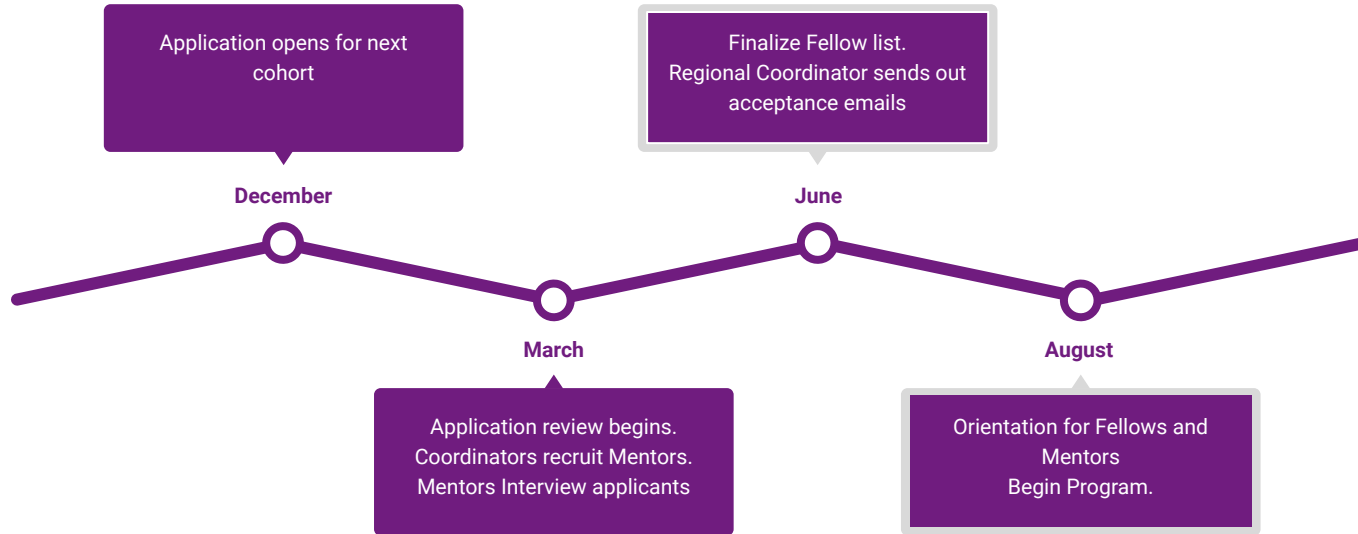
SDSU

- In-kind support (Website hosting, etc)

Students

- ~\$400 per year per student ($\sim\frac{2}{3}$ stays with SDSU CES)

Timeline



**Questions? Comments?
Feedback?**
