

Program Benefits

FDIP provides a variety of benefits to faculty mentors & interns, as well as to the District, including the following:

Mentors

- Support building a faculty that reflects LRCCD's diverse student population
- The satisfaction of aiding the professional growth & development of new faculty
- Training new faculty through collaboration
- Developing mentorship skills & expanding professional networks
- Engaging in reflection about teaching & learning
- Invigorating your classes with additional perspectives & ideas.

Interns

- Better understanding of the structure & culture of the District and its colleges
- Authentic professional instruction that can be applied immediately in an ethnically diverse community college
- Direct advice from tenured college faculty
- Familiarity with classroom responsibilities & professional priorities
- Increased clarity of career goals & planning
- Support & advocacy from professional faculty colleagues
- Ongoing support from a faculty member
- How to apply for faculty positions.

The District

- Increasing opportunities for new faculty
- Expanding collaboration & respect among colleagues
- Enriching District & college environments with collegiality, diversity, inclusion, & succession planning
- Enhancing learning outcomes for all students.

Frequently Asked Questions

How is a match made?

Campus facilitators make every effort to match interns with a faculty mentor in their chosen discipline, for which minimum qualifications are met. Equivalency is determined by college faculty.

Can I be matched with a mentor earlier—before the fall Saturday Training?

Spring class schedules are finalized in October. Campus facilitators will attempt to make matches with a full-time faculty member and to a course that is not likely to be cancelled. While faculty may know their schedules earlier, waiting for the schedules reduces uncertainty & changes.

What if I miss a fall Saturday session?

One training session can be missed. Participants will be expected to contact their FDIP campus facilitator and make up the session.

What do I need to know as a current Los Rios classified staff?

Discuss your interest in FDIP with your supervisor ahead of time to find a spring class that meets outside of your work schedule. If that is not possible, discuss these options with your supervisor to ensure your absence does not adversely affect your department:

- Flex your schedule on the same day the class meets (travel time included)
- Use available vacation time

More Questions?

Please email your questions to hr@losrios.edu

LOS RIOS

COMMUNITY COLLEGE DISTRICT



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Faculty Diversity Internship Program FDIP

Faculty Diversity Internship Program (FDIP) Overview

The Los Rios Community College District is one of the nation's most respected learning institutions and the second-largest community college district in California, serving the greater Sacramento region.

We have four colleges, six education centers and specialized workforce & economic development programs for local businesses, governments and organizations:

- American River College
- Cosumnes River College
- Folsom Lake College
- Sacramento City College

LRCCD champions equity & social justice as core values of our organization. Because diverse perspectives support these commitments, our communities are best served by ensuring that all populations are represented equitably throughout our colleges.

The vision of the District is achieved through a commitment to diversity, equity & ensuring a vibrant learning environment for all employees, students, and surrounding communities.

FDIP is a part of our vision to pursue intentional recruiting, hiring, & retaining of diverse employees that reflect the needs & lived experiences of all of our students.

Our District



- White
- Hispanic/Latino
- Asian/Pacific Islander
- African American
- Multi-Race
- Native American

What is FDIP?

Since 1989, FDIP has been committed to providing opportunities for diverse faculty interns to build their professional repertoire. By adding to what they already know about teaching, interns enrich their professional practice and learn new teaching strategies that advance the learning of our racially diverse student population, propelling students toward success.

Program Objectives

The program aims to ensure equitable academic achievement for all students from different cultural, ethnic, gender & socioeconomic backgrounds by:

- Attracting & recruiting qualified faculty who mirror the racial & ethnic diversity of the District's service area
- Providing a dynamic blend of autonomous study & networking opportunities for prospective community college faculty
- Providing members of racially minoritized groups with models of their own race, ethnic, & cultural background with whom they can identify and recognize as examples of occupational achievement.

Program Structure

Participants commit to a one-year program.

Fall Training (48 Hours on Saturdays)

- No cost community college faculty training:
 - Overview of the community college system
 - Assessing student learning
 - Culturally relevant/responsive pedagogy.

Spring Internship (16-weeks)

- Hands-on classroom experience
- Work closely & meet with a faculty mentor
- Support & further District equity efforts.
- Demonstrate creativity, innovation & leadership
- Recency of training or evidence of updating skills and/or professional development
- Teach people of varying abilities, ages & cultures
- Train in learning management systems

The Application Process

Recruitment for the program runs from December to March. The posting can be found on the District's Temporary Positions page at

jobs.losrios.edu

Eligibility Criteria

To be eligible, applicants must:

- Have equity-minded focus, responsiveness, and sensitivity
- Understand the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students
- Meet minimum qualifications for a subject area discipline taught at a Los Rios college
- Have no prior paid higher education teaching experience as the instructor of record. Does not include teaching completed as part of your graduate program.

NOTE: Additional eligibility requirements can be viewed on job announcements at www.jobs.losrios.edu.

Who May Apply?

FDIP applicants can include:

- **Graduate students** nearing completion of a Master's degree from an accredited college or university
- **Master's degree holders**
- **Bachelor's degree holders** with a minimum of two years of full-time occupational experience in a vocational/technical area
- **Associate's degree holders** with a minimum of six years of full-time occupational experience in a vocational/technical area.