



BAKERSFIELD COLLEGE

FACULTY DIVERSIFICATION FELLOWSHIP PROGRAM

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Bakersfield College Faculty Diversification Fellowship Program

Prepared by Dr. Maria Wright in Collaboration with Dr. Stephen Waller and Dr. Bill Moseley

Overview

The 26,000-square miles from Merced to Kern counties constitute a significant population of low-income rural residents with the nation's lowest educational attainment. The lack of education translates to reduced employment opportunities, increased poverty, and limited access to resources such as education. Like rural communities across America, ensuring that California's Central Valley meets the workforce demands of industry is essential to the economic stability of our rural communities. In rural regions, where populations are more dispersed and farther from major job centers, labor markets face different challenges than those in metro areas, where people are closer to education, training, and employment options.

Bakersfield College serves over 30,000 students, within nearly 25,000 square miles in California in parts of Kern, Tulare, Inyo, Mono, and San Bernardino counties. The mission of Bakersfield College is to provide opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Bakersfield College's rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

This Fellowship provides post-baccalaureate students interested in teaching in a 2-year college with an opportunity to participate in a Faculty Fellowship Program. Further, program candidates participate in a mentorship collaboration with a Bakersfield College faculty. Candidates also gain exposure to the community college culture, including best practices for teaching and supporting the diverse group of students enrolled at Bakersfield College.

Justification for Program Implementation

Bakersfield College is in need of qualified diverse faculty that can contribute to the Guided Pathways effort on the campus. 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. Additionally, as described in the literature, faculty of color are vital to the success of underrepresented minorities. A Faculty Fellowship Program allows the college to recruit and train qualified candidates in an effective and fiscally responsible manner. More importantly, it is a contribution to the community to hire candidates from the San Joaquin Valley, and the surrounding areas, to teach for Bakersfield College. Bakersfield College is a Hispanic Serving Institution (HSI) with 67.93% of students enrolled identified as Hispanic in the 2018-2019 Academic Year. Figure 1 shows the desegregated data for full-time faculty at Bakersfield College by race.

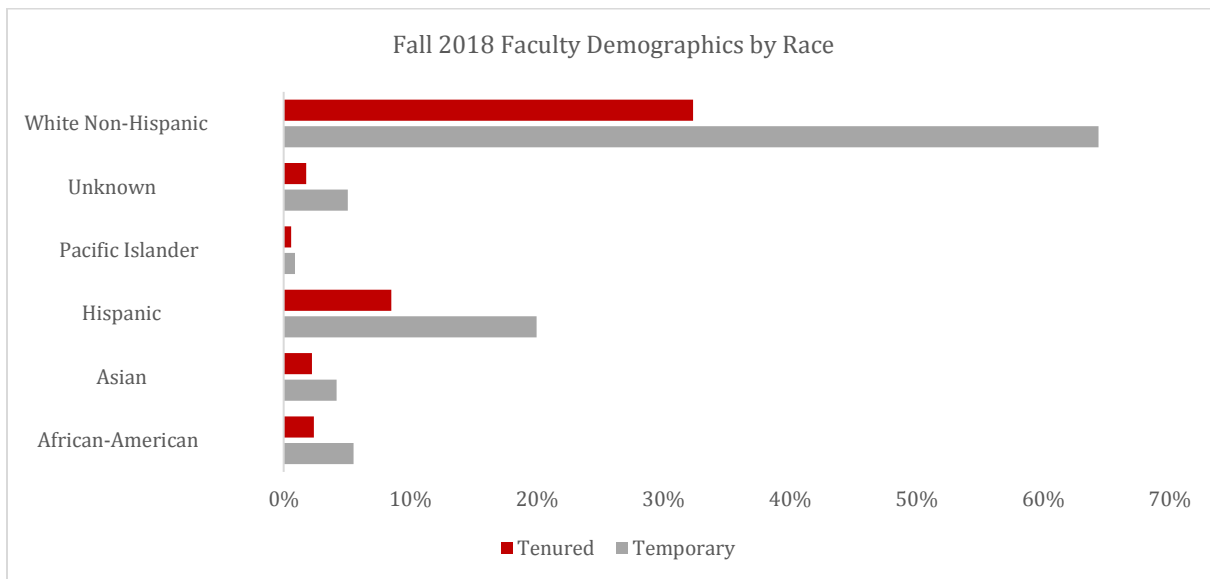


Figure 1: Bakersfield College Faculty Demographics by Race (F 2018)

The RC is composed of 4-year partners, which includes both public research-based and comprehensive institutions. This joint effort not only benefits students enrolled in rural sites, but the results of this collaboration also makes it more appealing for the Faculty Fellowship Program candidates to come to Bakersfield College for teaching opportunities. Candidates enrolled in the program have the opportunity to engage with students enrolled in rural sites that are eager for educational opportunities available in their own communities.

Faculty Diversity at Bakersfield College

Data from Fall 2018 show that faculty at Bakersfield College are not representative of the student demographic (see Figure 2). Scholars argue that institutions that serve a large demographic of Underrepresented Minorities (URM) students have a responsibility to hire faculty and staff that mirror their student population. Furthermore, 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. ¹

Equally as important, is the mentorship and development of faculty of color. According to the literature, it is not enough to diversify the hiring process, it is vital to also foster and cultivate newly hired URM faculty.

¹ Retrieved from: <https://www.aacu.org/liberaleducation/2017/spring/benitez>

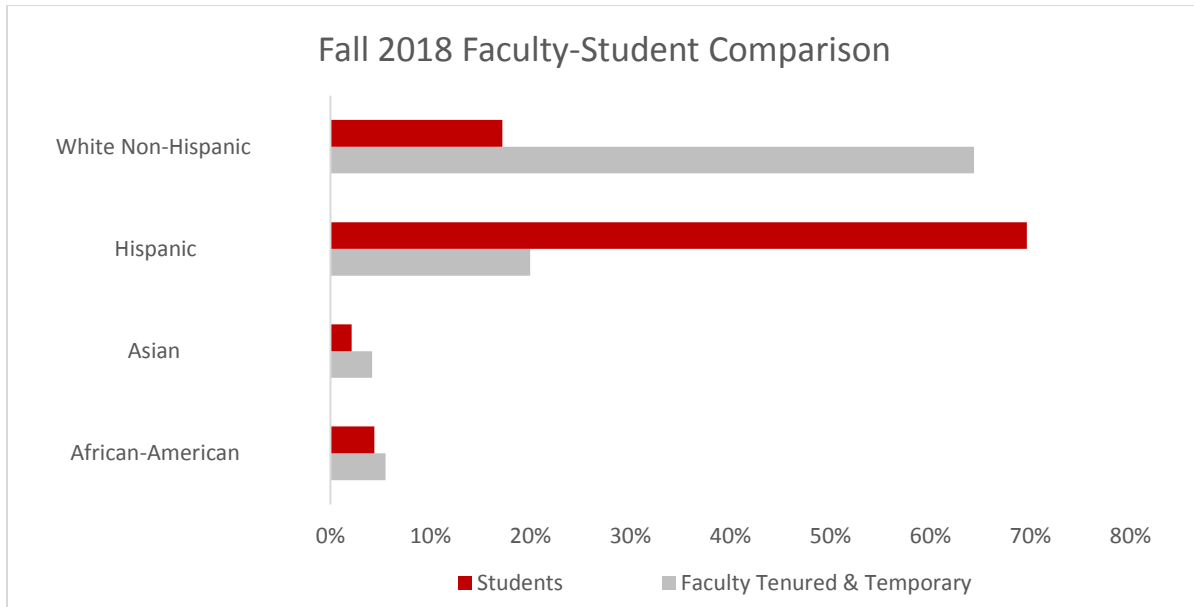


Figure 2: Faculty-Student Demographics by Race (F 2018)

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. Additionally, once candidates are recruited and trained through this program, exemplary candidates are then recruited to assist with campus-wide efforts such as rural initiatives, inmate scholars’ program, early college, dual enrollment, amongst others.

Regional Collaborative

Bakersfield College is part of the [Aspire Alliance](#) Regional Collaborative (RC), which focuses on preparing STEM graduates with an opportunity to transition into teaching positions in community colleges. Further, the RC follows a Collective Impact (CI) model between two and four-year institutions in the Central Valley region as described below (See Appendix A).

STEM Fields Considered for this program:

- | | | |
|------------------|--------------|------------|
| 1. Mathematics | 3. Biology | 5. Physics |
| 2. Public Health | 4. Chemistry | 6. Geology |

Eligibility

1. Candidates should be legally authorized to work in the USA;
2. Candidates must be enrolled in the last semester of a qualified STEM graduate program, be a recent graduate of the program, Ph.D. candidates pursuing a STEM path, or have attained postdoctoral standing in a qualified STEM field;

3. Candidates considered for this fellowship should not have any college teaching experience beyond graduate teaching assistant positions within their programs.

Program Learning Outcomes

The Bakersfield College Faculty Diversification Fellowship Program:

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

Commitments and Expectations of Fellows

1. Applicants must commit to the full length of the program (1 Academic Year).
2. Applicants are expected to complete the classroom and seminar hour requirement to complete the program and qualify for compensation.
3. Applicants must commit to the Mission, Vision, and Goals of the college and support the advancement of student success by providing an inclusive classroom experience for students from various backgrounds and life experiences.

Compensation

- The total compensation for each fellow in fall term is \$2,305.80.
- Adjunct load in spring term (for a max load range between \$3,845.27-\$11,435.81)
- The total compensation for each fellow is approximately \$6,150.00 (**amount varies**).
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Application Process

For program consideration, applicants must submit the following documents as part of their online application:

1. A letter of interest specifying why the candidate is interested in teaching students at Bakersfield College. The letter should also discuss how the candidate's educational experiences have prepared them to teach at a community college with a diverse student body, like Bakersfield College.
2. An updated curriculum vitae with at least three professional references and contact information listed, one of the references needs to be from a current or former supervisor.

3. College/university transcript (unofficial transcripts will be accepted), including all college units attempted.
4. One signed letter of recommendation written within the last six months specifically for the Bakersfield College Faculty Diversification Fellowship Program from an individual who has provided post-secondary academic instruction to the applicant.

APPENDIX A: Collective Impact Framework

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