Bakersfield College Faculty Diversification Fellowship Program
Full-Time (Tenure-track/Tenured) By Race

Tenured/Tenure-Track Faculty Make-up Race: Fall 2019

- White Non-Hispanic
- Unknown
- Pacific Islander
- Multi-Ethnicity
- Hispanic
- Asian
- American Indian/Alaskan Native
- African-American
Part-Time (Adjunct) Faculty By Race

Adjunct Count by Race: Fall 2019

- White Non-Hispanic: 60%
- Hispanic: 30%
- African-American: 10%
- American Indian/Alaskan Native: 0%
- Multi-Ethnicity: 0%
- Unknown: 0%
- Asian: 0%
- Multi-Ethnicity: 0%
- Unknown: 0%
- White Non-Hispanic: 100%
Bakersfield College Faculty Demographics

Fall 2019: Faculty Demographics by Race

- White Non-Hispanic
- Unknown
- Multi-Ethnicity
- Hispanic
- Asian
- American Indian/Alaskan Native
- African-American

P/T Faculty vs. F/T Faculty
Bakersfield College Faculty/Student Demographics By Race

Student/Faculty Comparison by Race: Fall 2019

- White Non-Hispanic
- Multi-Ethnicity
- Hispanic
- Filipino
- Asian
- American Indian/Alaskan Native
- African-American

Legend:
- Adjunct
- F/T Tenured
- 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.
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.
Regional Collaborative and Collective Impact

Bakersfield College is part of the Aspire Alliance Regional Collaborative (RC)

• Focuses on preparing STEM graduates with an opportunity to transition into teaching positions in community colleges.

• The RC follows a Collective Impact (CI) model between two and four-year institutions in the Central Valley region
Program Model

- **Phase I (Fall 2021):** 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 2022):** Each fellow will be assigned their own course load in their discipline, the continued mentorship in this stage will allow for a cohesive transition.
<table>
<thead>
<tr>
<th>Players/ Collective Impact Criteria</th>
<th>Common Agenda</th>
<th>Shared Measurements</th>
<th>Mutually Reinforcing Activities</th>
<th>Continuous Communication</th>
<th>Backbone Support</th>
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<tbody>
<tr>
<td>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</td>
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<td>Co-leads</td>
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<td>Outline the goals of the Regional Collaborative</td>
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<td>Collect data on faculty diversity in STEM areas</td>
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<td>Establish and plan RC meetings and oversee the work in alignment with established goals</td>
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<td>Institutional Administrators</td>
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<td>Establish and document needs for the Faculty Fellowship Program</td>
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<td>Utilize disaggregated data collected to establish goals for recruitment and placement of Fellows</td>
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<td>Ensure resources are available to successfully maintain the RC goals</td>
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<td>STEM Faculty</td>
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<td>Identify gaps in STEM faculty recruitment</td>
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<td>Establish goals for the Bakersfield College faculty mentorship portion</td>
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<td>Utilize RC partnerships to address areas of need (e.g., Math faculty recruitment)</td>
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<td>Recruit faculty (2-year) to participate as mentors in the program</td>
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<td>Education Faculty</td>
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<td>Focus on joint curriculum for the program</td>
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<td>Create curricular goals for the program</td>
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<td>Push curricular plan through governance boards for approval</td>
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<td>Rural Initiatives Team (BC)</td>
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<td>Identify placement of Fellows in high-need areas</td>
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<td>Set goals for addressing placement gaps in rural sites</td>
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<td>Work with STEM faculty in identifying mentoring faculty that can help candidates transition to their assigned site</td>
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<td>-Utilize funding source’s timeline for support and accountability</td>
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<td>-Rely on Project BEST’s model for the planning and development of the mentorship program</td>
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<td>-Utilize the Achieve the Dream (ATD) platform to provide professional development opportunities for Faculty Fellowship Program candidates</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, but they are also mentored by an established faculty member.

Retrieved from https://www.aacu.org/liberaleducation/2017/spring/benitez
Candidate Eligibility

Candidates should be legally authorized to work in the USA;

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;

Candidates considered for this fellowship should not have any college teaching experience beyond graduate teaching assistant positions within their programs.
Commitments and Expectations of Fellows

• Applicants must commit to the full length of the program (1 Academic Year).

• Applicants are expected to complete the classroom and seminar hour requirement to complete the program and qualify for compensation.

• 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*).
Application Requirements

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.

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.

College/university transcript (unofficial transcripts will be accepted), including all college units attempted.

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.

Link to application: https://careers.kccd.edu/postings/13765
Faculty Fellowship Team

Dr. Bill Moseley | Dean of Technology
Dr. Stephen Waller | Dean of Biological Science, Physical Science, and Mathematics
Dr. Maria Wright | Faculty Lead: Faculty Fellowship Program