

FACULTY DIVERSITY INTERNSHIP PROGRAM COMPARISON CHART, Revised 02/27/2017

San Mateo County Community College District	
Founded	Initial pilot year, tentatively scheduled for 2017-2018. Pilot period, Summer 2017- Spring 2019.
# of campuses	Three
Staffing	To be determined locally by college Recommended: 3 part-time campus coordinators or equivalent, 3 FLCs faculty reassigned time, and district coordination (campus and district coordination may be classified staff, faculty reassignment, administrative)
Length of participation	One semester, with an option to repeat on the recommendation of the mentor and coordinator.
# of interns per semester	Cohort-based across the District, 6-12 participants (2-4 per campus) in pilot, cohort to begin SPRING 2018
Goals	<p>Title V. Subchapter 5. Faculty Internship Programs. Also see Education Code Section 87487. §53502 Purposes. (See ASCCC Minimum Qualifications Handbook, 2014, 86-87.)</p> <p>(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. In order to accomplish this purpose, the internship program shall serve to introduce graduate students, before they approach the end of their graduate studies, to the community college environment and student population.</p> <p>(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. In order to accomplish these purposes, the internship program shall serve to introduce industry practitioners to the community college environment and student populations while encouraging them to complete their associate degree.</p> <p>(c) To enhance community college efforts toward building a diverse and representative faculty. In order to accomplish this purpose, the internship program shall place special emphasis on locating and attracting qualified graduate students who are members of underrepresented groups.</p> <p>Note: Colleges will consider local demographic data and trends to determine “disciplines” and “underrepresented groups” in most in need of service.</p>

	Intern Compensation	Mentor Compensation
Compensation	\$500 per semester	Mentor is compensated by timesheet at the Special Rate on the Regular Faculty Salary Schedule (OL); 20 hour commitment. For example: Mentor @ highest, Step 10, 20 hours, \$58.58 = \$1,171.6
	Intern Eligibility	Mentor Eligibility
Eligibility (Interns and mentors will complete a program application prior to participation.)	<p>Intern eligibility is adapted from Title V. Subchapter 5. Faculty Internship Programs. Also see Education Code Section 87487. §53502 Purposes. (See ASCCC Minimum Qualifications Handbook, 2014, 86-87)</p> <ol style="list-style-type: none"> 1. For disciplines in which a master's degree is required, 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 and shall have completed at least one-half of the coursework, or the equivalent in that graduate degree program. 2. For disciplines that do not require a master's degree, the intern shall possess any license or certificate required to do that work and be within one year of completing an associated degree and have six years industry experience in the discipline or have completed an associated degree and have five years of industry experience. 3. Interns shall only be assigned to mentors within the same discipline in which they would be legally qualified to teach or render service upon completion of their graduate studies or associate degree and six years of industry experience in that discipline. An intern shall be limited to one year of participation in the program. 	<ol style="list-style-type: none"> 1. Regular or tenure-track (year 3 or 4) faculty in good standing

Application Process	Application; Letter of Interest; Resume; Transcripts; Course and Work Schedule	
Deadline	April applications for Fall start; November for Spring start	
Selection	Three-member selection committee, representing the three colleges—faculty coordinators or responsible administrators.	
FDIP Workshops (See responsibilities sections for required workshops.)	<ul style="list-style-type: none"> • FDIP Mentor and Mentee Orientation • FDIP Professional Development Workshops for interns and mentors • FDIP Showcase, end-of-semester <p>Note: Faculty professional development coordinators district-wide will collaborate with local coordinators to develop FDIP training.</p>	
Intern & Mentor Responsibilities	Intern Responsibilities	Mentor Responsibilities
	<p>Complete observation/collaborative teaching hours and meetings:</p> <ul style="list-style-type: none"> • 20 hours: Observation/collaborative teaching • 10 hours: Mentor/intern meetings <p>Participate in FDIP Orientation and <i>four</i> FDIP professional development workshops:</p> <ul style="list-style-type: none"> • Hiring process • Developing a syllabus • Student services and academic support resources • Critical pedagogy <p>Complete a variety of professional activities to build expertise:</p> <ul style="list-style-type: none"> • Shadow mentor and consult regularly • Complete two observations of other faculty • Develop, teach, and assess individual lessons • Build portfolio and resume • Attend Flex activities • Attend committee and department meetings, two per semester 	<p>Ensure intern completes 20 hours of classroom observation/collaborative teaching:</p> <ul style="list-style-type: none"> • 11 hours: mentor/intern meetings • 1 hour: Mid-term review and culminating evaluation <p>Participate with intern in the following:</p> <ul style="list-style-type: none"> • FDIP Orientation (2 hours) • FDIP Critical Pedagogy Workshop (2 hours) • FDIP Showcase (2 hours) <p>Participate with intern in <i>one</i> FDIP professional development workshop (2 hours):</p> <ul style="list-style-type: none"> • Hiring process • Developing a syllabus • Student services and academic support resources • Critical pedagogy <p>Supervise intern participation in and successful completion of the following:</p> <ul style="list-style-type: none"> • Shadow mentor and consult regularly • Develop, teach, and assess individual lessons • Build portfolio and resume • Attend Flex activities

	<ul style="list-style-type: none"> Participate in end-of-semester FDIP showcase 	<ul style="list-style-type: none"> Attend committee and department meetings, two per semester Participate in end-of-semester FDIP Showcase
Evaluation	<ul style="list-style-type: none"> Mid-term review Culminating evaluation <p>The culminating evaluation models the current adjunct evaluation and may use the current evaluation forms--student surveys, faculty portfolio, classroom observation, mandatory self-assessment, and dean's assessment.</p>	
Pilot Funding Fall 2017/Spring 2019	<p>Annual, beginning Summer 2017</p> <p>Supplies: \$1,000</p> <p>Printing Services: \$1,000</p> <p>Contract Services: \$2,000 (catering and program event services)</p> <p>Spring 2018 Semester, Year One</p> <p>Interns, 6-12 participants: \$3,000 - \$6000 (@ \$500)</p> <p>Faculty Mentors, 6-12: \$7,029.60 - \$14,059.20 (<i>Estimate: @ Step 10, Reg. Faculty Salary Schedule (OL)</i>)</p> <p>3 FLCs Faculty Reassignment/Coord.: \$4,000 - \$6,000 (Approximate hourly replacement cost, including office hours, Step 2-Step 11, Adjunct Salary Schedule)</p> <p>2017/2018: \$17,029.60 – \$29,059.20</p>	<p>Annual, Fall 2018/Spring 2019</p> <p>Supplies: \$1,000</p> <p>Printing Services: \$1,000</p> <p>Contract Services: \$4,000 (catering and program event services)</p> <p>Fall 2018/Spring 2019, Year Two</p> <p>Interns, 12-24 participants: \$6,000 - \$12,000 (@ \$500)</p> <p>Faculty Mentors, 12-24: \$14,059.20 - \$28,118.40 (<i>Estimate: @ Step 10, Reg. Faculty Salary Schedule (OL)</i>)</p> <p>3 FLCs Faculty Reassignment/Coord.: \$8,000 – \$12,000 (Approximate hourly replacement cost, including office hours, Step 2-Step 11, Adjunct Salary Schedule)</p> <p>2018/2019: \$34,059.20 - \$58,118.40</p>