

The Virginia Community College System (VCCS) has a great program that has been in place for the past three years. It is called the Faculty Diversity Initiative and the brochure explaining it is attached. I have also included a press release about the program. Below is a string of 'snippets' from ACOP Agenda Items and other write ups.

"Recognizing the need to intensify its diversity efforts, the VCCS created the Chancellor's Faculty Diversity Initiative in 2006. Over the ensuing semesters, the VCCS has hired nearly 250 minority professionals and graduate student fellows from a variety of diverse backgrounds to teach as part-time professors within the VCCS. This fall we expect continued success in our efforts to increase the diversity of our teaching faculty. Our part-time teaching faculty is our largest recruiting pool for full-time talent and many full-time teachers become effective administrators over their careers. Our strategic efforts to identify and develop talent within Virginia has received lots of attention from other states who also seek strategies to diversify their institutions."

"The Chancellor's Diversity Initiative was created to target minority graduate students at area universities and expose them to teaching opportunities within the VCCS. Students with 18 graduate semester hours or a master's degree would be allowed to teach a class under the mentorship of a full-time community college faculty member in the student's teaching field.

Nearly two dozen graduate students are scheduled to teach a VCCS course this fall. The students come primarily from Virginia Commonwealth University, Hampton University, and Old Dominion University. The VCCS schools that have placed students are J. Sargeant Reynolds CC, John Tyler CC, Thomas Nelson CC, and Tidewater CC. Additional students are being recruited to participate in the pilot program for the spring semester.

The lessons learned from the recruiting and networking undertaken since April are being used to establish memoranda of agreements with participating universities. These lessons are also being used to establish guidelines by which the program can be formalized and replicated throughout the VCCS. Overall, the methodology utilized in this pilot program represents a tremendous untapped network from which to recruit future full-time faculty members."

The Chancellor's Faculty Diversity Initiative has expanded to include working minority professionals with Master's degrees who are interested in teaching as adjuncts within the VCCS. Over the past two years, nearly 100 graduate students from 7 state universities have taught classes under the mentorship of a full-time faculty member at one of nine of our community colleges. With the success of this program we are reaching out to each of the universities in the state to recruit additional students. We have also reached out to the minority community to cultivate candidates through new recruiting networks.

Each college has a coordinator for the program and has one or more academic leaders who have electronic access to candidate application materials. Candidates have expressed interest in 20 of our 23 colleges. This program can be an integral part of our diversity recruiting efforts since a large percentage of our full-time faculty come from our adjunct ranks.

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Campus Coordinators for Faculty Diversity Initiatives:

We have received some very good press regarding our success with the Chancellor's Faculty Diversity Initiative and our efforts to expand the program. Links to each article is provided below, as well as the text of the articles. You might also want to pay particular attention to the Pilot article as it makes the best argument for the spirit, intent and need for such a program.

[http://diverseeducation.com/artman/publish/article\\_11131.shtml](http://diverseeducation.com/artman/publish/article_11131.shtml)

<http://www.communitycollegetimes.com/article.cfm?ArticleId=977>

<http://hamptonroads.com/node/465426>

## **Va. Expands Program to Improve Diversity Among Community College Faculty**

by Ronald Roach May 13, 2008, 21:47 **Diverse Issues in Higher Ed**

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The 23-school Virginia community college system has announced an expansion of its Chancellor's Graduate Student Fellowship program to enhance the initiative's capacity to increase faculty diversity. Dr. Glenn Dubois, the chancellor of the Virginia Community College System (VCCS), says the program will target Virginia's minority professional organizations as part of the program's outreach efforts.

Since getting under way in fall 2006, the Graduate Student Fellowship initiative has provided more than 100 graduate students at seven Virginia universities with community college-level teaching experience. The program pairs university students with teaching assignments at community colleges around the state. In addition to gaining teaching experience, the students receive mentorship from full-time faculty members at the community college where they have their assignments.

"We believe our community colleges should, in all aspects, look like Virginia. And it does when you look at student enrollment — a little over a third of our students are from minority backgrounds. But if you look at the teacher standing in front of the classroom, it falls far short of a third. It's around 11 to 12 percent," DuBois says.

DuBois explains that while the fellowship program has been and remains open to Virginia graduate students of any racial or ethnic background one of the program's goals has been to increase faculty diversity. Officials believe that minority professional organizations include substantial numbers of individuals who have the credentials and qualifications to join the adjunct teaching ranks at community colleges, eventually becoming full-time faculty members.

"We're looking to find these great pools of talent and entice them into the community college experience," says Dr. Christopher Lee, VCCS associate vice chancellor for human resource services.

Visit [www.vccs.edu/Jobs](http://www.vccs.edu/Jobs) for more information about VCCS teaching opportunities.

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**Va. system expands fellowship program** | [View Clip](#)

05/27/2008

Community College Times

In an effort to increase the number of minority community college instructors, the Virginia Community Colleges System (VCCS) is expanding its graduate student fellowship program to include minority working professionals.

Currently, Chancellors Graduate Student Fellowship Program matches qualified graduate students with an experienced mentor professor while allowing them to gain teaching experience at a community college. Program participants are compensated at the regular part-time adjunct professor rate.

Although the program is still young, it has helped provide 100 graduate students with hands-on teaching experiences, which prompted VCCS to expand the effort to working professionals, marketing to them mainly through the systems Web site at [www.vccs.edu/jobs](http://www.vccs.edu/jobs).

>From the beginning, this has been an effort to ensure the pool of qualified applicants from which we select our teaching faculty members is as dynamic and diverse as the students we teach, said VCCS Chancellor Glenn DuBois.

Similar to Virginias population, the student body of Virginias community colleges is about one-third minority. But minority instructors comprise about 12 percent of the faculty at the states 23 public two-year colleges.

Our faculty ranks dont quite match that, said Jeffrey Kraus, VCCSs assistant vice chancellor for public relations. He noted that the program will hopefully increase the number of adjunct professors, from which community college tend to hire full-time faculty.

It also will hopefully lead to diversity among the leadership ranks at community colleges, as top-rank administrators usually come from faculty, added DuBois.

Working professionals seeking a fellowship must have a masters degree or higher in the area they want to teach, but previous teaching experience is not required, Kraus said. As with the graduate students, working professionals would be paired with a mentor professor and would receive the part-time adjunct professor rate.

Many of the students who have worked through the fellowship say the experience and opportunity to learn from seasoned instructors are the highlights.

Woody Givens, a University of Virginia graduate student who taught biology and microbiology at Piedmont Virginia Community College, said he learned a lot not only from his mentor, but from other faculty members as well.

I thoroughly enjoy teaching and this experience allows you to get into a routine and become comfortable leading a class, he said.

Carlita Favero, another graduate student at the University of Virginia, said the fellowship allowed her to roll up her sleeves and really teach.

At the university, Favero said she was one of three teaching assistants for one course where she was fortunate to write a couple questions for class quizzes.

That was the extent of my teaching, said Favero, who wants to teach in higher education.

At her fellowship at a community college, Favero taught two biotechnology classes where she developed the syllabus and lectures and designed the labs.

The excitement the fellowship is generating goes both ways, according to Wenda Ribeiro, an instructor at Thomas Nelson Community College and one of the fellowships initial mentors.

The enthusiasm that these graduate students are bringing into the classroom is amazing. They are students themselves and they really want to teach others. And they do such a great job of relating the classroom material with real-world experience. That's something that every instructor can lose track of from time

to time, she said.

Currently, seven universities in the state and nine community colleges participate in the program, having served about 100 graduate students, said Christopher Lee, VCCSs associate vice chancellor of human resources.

Were now expanding to all universities in the state and community colleges this fall, he said.

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## Diversity efforts prepare students for diverse world

The Virginian-Pilot  
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Twelve percent of the faculty at Virginia's 23 community colleges are minority instructors. College leaders could be satisfied that they exceed the national average for diversity, but they're not.

They want their instructors to more closely reflect the student body, which is about one-third minority. Chancellor Glenn DuBois has been plugging away at this goal for nearly two years through a program that has recruited more than 100 qualified graduate students as part-time instructors. Tidewater Community College had two graduate student-teachers for this spring semester and has already attracted six applications for next fall.

DuBois announced last week he is widening the program to include working professionals.

Under the program, participants are paired with a mentor, a full-time professor who reviews course materials, observes classes and offers guidance. Participants are paid as part-time adjunct professors, and mentors receive a stipend for their extra work. The graduate student program has helped colleges fill empty posts for biology, physics, chemistry and math instructors. Working professionals targeted under the new effort will bring rich life experiences to share with their students.

Diversity programs help to smooth the scars racial discrimination has left on Virginia's educational system, but their benefits are much broader. More diverse schools and colleges promote the economic health of their students and their communities.

The American work force is already composed of many cultures, races and religions, and those changes are accelerating. U.S. Census Bureau statistics released this month showed one quarter of children younger than 5 are Latino. As the United States becomes more diverse, its citizens also are more closely tied to people around the world through globalization of businesses and mass communication.

Diverse educational institutions encourage critical thinking and teach students to succeed in a variety of situations. In a nutshell, diversity is good for learning.

Virginia's community colleges have always been adept at predicting what their students will need to be successful and at aggressively pursuing those goals. It's no surprise that they are taking the lead now on this valuable initiative.

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VCCS Expands Faculty Diversity Efforts Press Release 05 12 05.doc

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