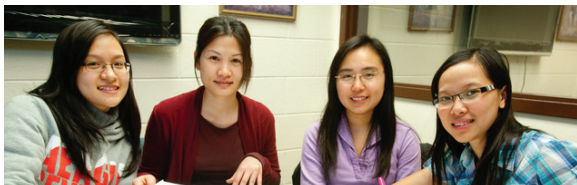




The faculty of the future

Virginia's Community Colleges serve a dynamic and diverse student body where one of every three people is a minority, mirroring the commonwealth's general population. However, our teaching faculty is less diverse: only 12 percent are minorities. To ensure that our community colleges are accessible and supportive for all Virginians, we are striving to build a faculty that resembles our student body. While this program is open to all qualified graduate students, a special emphasis is placed on recruiting students from ethnically diverse backgrounds.



"The teaching is going well and I plan to return next spring. I've been paired with a mentor, and his feedback has helped me to improve my teaching style and get more feedback from students."

Sara Eskridge
Graduate Teaching Fellow

The chancellor's graduate student fellowship creates statewide partnerships

The program aims to recruit students who represent varied ethnic, racial and social backgrounds who are interested in teaching careers, as well as colleges and faculty members who want to enhance teaching excellence by being a part of this important program.

Additional information about the program and how you can become a teaching fellow or a mentor can be found at www.vccs.edu/FacultyDiversity.

Please make sure to read the Must Read Articles and Frequently Asked Questions sections.



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The Virginia Community College System does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or in the provision of services. (Printed August 2013)



Gain valuable teaching experience at Virginia's Community Colleges

CHANCELLOR'S GRADUATE STUDENT FELLOWSHIP



The faculty diversity initiative provides valuable teaching experience and future professorship opportunities

This Virginia Community College System (VCCS) program has been developed to give graduate students the opportunity to gain collegiate teaching experience while still in graduate school. The program matches university students with open teaching assignments at a nearby community college. Students teach a course on a VCCS campus and receive mentorship and other support from a full-time VCCS faculty member and their host college.



Students are paid at the regular part-time adjunct professor rate for their service while in the program. With this valuable teaching experience,

students will become more competitive for professorships at any college or university after they graduate.

To be eligible to participate, students must have met or exceeded the 18 graduate semester credit hours or other appropriate accreditation credentialing requirement. At least 18 hours of coursework must be in the subject area in which the student will teach.

"It is an excellent program for me as a program head. It has helped to meet a need for qualified instructors for my social science curriculum."

Joseph Appiah
Professor of History
J. Sargeant Reynolds Community College

Everyone has a role in the chancellor's graduate student fellowship program

- Once a student applies to the pool via www.vccs.edu/jobs, the VCCS System Office will forward the application materials to the college of interest to review should a position become available.
- Applicants should go to <http://courses.vccs.edu> prior to applying to research the courses in which they are qualified to teach and note them in their application materials.
- Each community college will identify teaching areas where they have the greatest need for adjunct professors.
- Transcripts and backgrounds of potential chancellor's teaching fellows are reviewed and potential course availability is offered.
- Each community college selects a full-time faculty member in the teaching fellow's discipline to serve as a faculty mentor.*
- The community college will ensure that the teaching fellow receives all the benefits and opportunities provided to other adjuncts, including learning resources, technology, and opportunities to participate in College and VCCS professional development opportunities.
- The community college will pay the teaching fellow the regular adjunct rate. Doctoral students are paid at a slightly higher rate.
- The community college will engage in any necessary collaboration with the teaching fellow's graduate institution to ensure and enhance the teaching fellow's success and effectiveness.
- Please note that as hiring decisions are made at the college level, the VCCS System Office cannot answer questions regarding the status of an applicant or open positions

**The chancellor's teaching fellows program provides stipends to faculty members at a rate equal to one-half of the normal adjunct rate for each student mentored. A mentor may support as many as two fellows per semester.*

"I have really enjoyed the fellowship and hope to continue teaching in the future. I suggest this fellowship for anyone interested in pursuing a career in an academic setting."

Jamie Sturgill
Graduate Teaching Fellow

Faculty mentor responsibilities and required activities

The role of the faculty mentor is to serve as a role model for the teaching fellow, and to ensure that the teaching fellow's work is of the highest standard, commensurate with the VCCS reputation for excellence in classroom teaching. While the responsibilities will vary depending on the discipline and background of the teaching fellow, some guidelines are provided.*



- Assist in preparation of the class syllabus.
- Assist in developing learning activities and assessments.
- Conduct two classroom observations – the first observation to take place by the end of the second week of class.
- Confer with the teaching fellow regularly during the semester.
- Prepare and submit a summary memorandum at the end of the semester describing the outcome of the teaching fellow's classroom experience.

**To ensure compliance with the Southern Association of Colleges and Schools (SACS) accreditation standards, the faculty mentor must be a full-time faculty member in the teaching fellow's discipline. If the graduate student/teaching fellow has an earned master's degree in the field in which he or she will teach, the mentor may have a master's degree in another field. The VCCS Diversity Officer will serve as a resource for mentors, fellows, and campus administrators in the administration of the program.*