

FACULTY DIVERSITY INITIATIVE

GRADUATE STUDENTS

VCU

Joanna Keeler
Jesse Ulmer
Barbara White
Shaunta Poe
Jay Thankkar
Myra Taylor
Sara Eskridge
Amie Donah,
Donna Manion
Andy Bristow
Jamie Sturgill

ODU

Kristie Lundy
Jewell S. Goodman
David Light

Hampton

Allison Dillon,
Nnenna Onumah,
Shanell Burwell
Faith Lockett
Melissa Manson
Arlesia Laspy,

Norfolk State

Mentors

J. Sargeant Reynolds

Linda Lawrence
Ann Sullivan
Marti Leighty
Joseph Appiah
Douglas Gava
Gayle D'Andrea

John Tyler

Jessica White
Michael Jensen
Steven Carlisle
Michael Gibson

Thomas Nelson

Riham Mahfouz
James Della Valle
Wenda Riberio
Martin Zahn
Timothy Wiedman

Tidewater

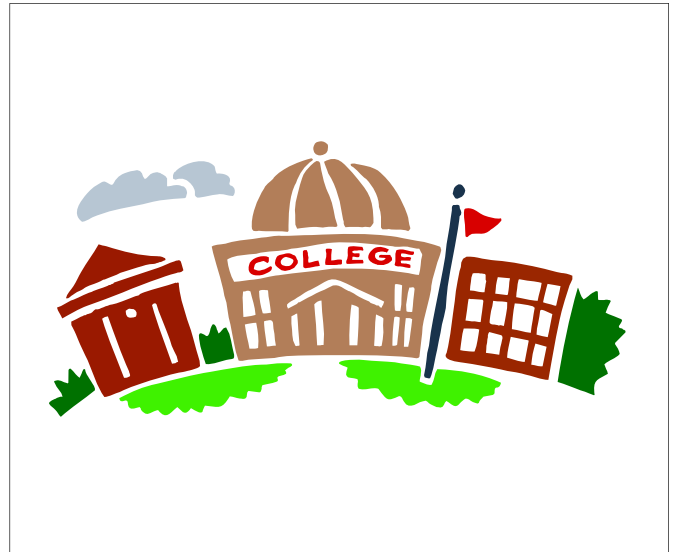
Gwen Carr
Phillip Black
Debra Wells

FACULTY OF THE FUTURE

The Virginia Community College System celebrates the inauguration of an important initiative spearheaded by Chancellor Glenn DuBois to increase diversity among our teaching faculty. Two dozen graduate students from throughout Virginia have been selected as VCCS Chancellor's Teaching Fellows for the 2006-2007 academic year.

The goal of the program is to introduce promising graduate students from various academic disciplines to the opportunities and benefits of teaching for the Virginia Community College System, with the hope that many of them will want to return and apply for full-time teaching openings when they complete their graduate studies.

We recruit students who meet or exceed the 18 graduate credit hour minimum accreditation credentialing requirements to teach at the collegiate level. They teach under the guidance of



Colleges and universities throughout the Commonwealth are participating in this exciting new pilot program.

experienced full-time faculty designated as mentors.

Our first "class" of Fellows and Mentors consists of a diverse group of master's and doctoral students from some of Virginia's finest public and private graduate institutions.

Fellows are teaching a variety of courses in col-

lege transfer programs. They are paid as adjunct professors. Mentors receive stipends for the direction and support they provide to the graduate students in the program.

The program will expand to the University of Virginia and Piedmont Virginia Community College in Spring 2007 and throughout the system Fall 2007.

STATE-WIDE PARTNERSHIPS (A WIN-WIN-WIN)

The Chancellor's Faculty Diversity Initiative represents a win-win-win scenario. Students win, the VCCS wins, and their Universities win.

Students get a head-start on their careers by getting valuable experience while they are still in graduate school. The VCCS gets rising stars to teach in subjects where it

has traditionally been difficult to recruit adjunct professors, such as areas where students are teaching this fall—English, Biology, Physics, Chemistry, Math and Business Statistics.

Universities also benefit from having additional placement opportunities outside the capacity of their university for their

students interested in collegiate teaching.

Yet, the greatest benefit of all is that the Chancellor's Fellows will increase our pool of experienced, qualified, and diverse candidates eligible for full-time VCCS teaching vacancies upon their graduation. Everybody wins in this program!

**Nominate a graduate
student for the program.**

PROGRAM OUTLINE

The Chancellor's Graduate Student Fellowship is a pilot program developed to give students the opportunity of gaining collegiate teaching experience while still in graduate school. The program matches university students with teaching assignments at community colleges in their local area. 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.

The VCCS student enrollment reflects the diversity of Virginia in that one third of the state's population and one-third of our students are minorities. However, only 12% of our teaching faculty members system-wide are minorities. Our goal is build a faculty that looks more like our student body which will undoubtedly contribute to student retention and success. This program is open to all students, but places special emphasis on identifying minority students who may be considering careers in higher education.

Virginia Community College System
Human Resource Services
James Monroe Building
101 North 14th Street
Richmond, VA 23219

Phone: (804) 819-4685
Fax: (804) 819-4765
E-mail: clee@vccs.edu

STORIES OF SUCCESS FROM PARTICIPANTS

"I am at J. Sargeant Reynolds Community College--Parham Road Campus and I am teaching English 111. I am considering a career as a community college educator. I really appreciate all you've done to get me to JSRCC .I'm having a blast!"
Myra Taylor, Graduate Fellow

"The program has worked well for both Andy and me so far. We talk two or three times a week. I enjoy working with Andy. He is enjoying teaching and doing a good job. I think the program is a good idea. Giving more graduate students a chance to teach at community colleges can only increase the number of qualified candidates for full time positions in future years."
Mike Gibson, Professor of Math, JTCC

"I definitely think the program is a valuable and worthwhile endeavor...This type of mentoring program encourages experienced teachers to pass on simple strategies of classroom management and preparation in a structured environment. This is a chance to cut down on "rookie" mistakes (because I've already made them all), to build teacher confidence, and to provide a better education for the students."
Steve Carlise, Professor of History, JTCC

"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 Fellow

"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, JSRCC

"It is an honor to mentor Amie Donah. She and I have had many e-mail/phone conversations. I have reviewed Amie's courses materials (syllabus/outline), attended her classes, and provided opinion/guidance. The Chancellor's program is a welcome opportunity to develop a collegiate support system. I hope that more faculty can have the opportunity and experience that I am having. Amie and I are both benefiting."
Doug Cava, Professor of Psychology, JSRCC

"I am teaching BIO 101 at JTCC on the Midlothian Campus. I have really enjoyed the Fellowship and hope to continue teaching in the future. This has taught me some vital aspects about teaching such as dealing with students from different backgrounds (not all my students had chemistry prior to my class) and learning about the actual time commitment it takes for lab and classroom preparation. I suggest this fellowship for anyone interested in pursuing a career at an academic setting."
Jamie Sturgill, Graduate Fellow

"Donna Manion is making a valuable contribution teaching some challenging sections of Sociology--one section at night at Varina High School and the other sections dual-enrollment classes. The mentoring experience is good for both of us. I am learning that I can provide resources and offer suggestions and input without feeling like I am forcing my teaching style on a colleague."
Gayle D'Andrea, Professor Sociology, JSRCC--Parham Road Campus

SPRING 2007

Plans are now underway for our second "class" that begins in January 2007. We are recruiting qualified graduate students who represent varied ethnic, racial, and social backgrounds who are interested in teaching careers,

as well as colleges and faculty who want to enhance teaching excellence by being a part of this important program.

For information about the program and how you and your institution can become involved, contact

Dr. Christopher Lee, Associate Vice Chancellor for Human Resources, clee@vccs.edu, 804- 819-4685 or Prof. Elaine Casel, Lord Fairfax Community College, VCCS Chancellor's Fellow, ecasel@fcc.edu, 703-765-2586.