

## SALT LAKE COMMUNITY COLLEGE'S DIVERSE FACULTY FELLOWSHIP PROGRAM

In operation since 1948, Salt Lake Community College (SLCC) is now Utah's largest two-year institution and only comprehensive community college. Retaining its roots as a technical college, SLCC is also the sole provider of applied technology courses in the Salt Lake Valley. As a top 12 college nationally for associate's degrees awarded, SLCC offers more than 120 programs of study at multiple sites, full campuses and online, while maintaining an average of 20 students per classroom.

SLCC, with one of the most diverse student bodies of any higher-education institution in the state, trains and educates more than 60,000 students each year as a leading provider of workforce development programs and transfer education in Utah. About 70 percent of SLCC students are employed, 56 percent of students are the first in their family to attend college and 73 percent of all graduates with degrees intend to transfer to a four-year institution.

The Diverse Faculty Fellowship Program seeks to promote the recruitment and retention of a diverse faculty at Salt Lake Community College. The program does this by advancing the careers of individuals from groups in U.S. society that have been historically underrepresented in the academic profession. Among the College's goals are increasing the racial and ethnic diversity of its faculty and broadening access to the college-teaching profession to fully qualified minority scholars. To help achieve these goals, Salt Lake Community College sponsors an annual Diverse Faculty Fellowship designed to bring a visiting faculty member to the College each year. This visiting faculty sponsorship is renewable for up to three years. The program specifically aims to promote and support the careers of exceptional under-represented junior faculty. The one-year program provides funding to assist participants with their professional development as teachers and scholars. Faculty fellows will teach a normal class in their fields of expertise and engage fully in the life of the College. They will receive careful mentoring from colleagues not only in their own discipline, but also from faculty and administrators across the College. The Faculty Diversity Fellowship is designed to provide minority scholars at the beginning of their academic careers with the opportunity to experience fully the life of a community college instructor and to develop and refine their teaching skills.

### ELIGIBILITY REQUIREMENTS

Applicant must be a citizen or permanent resident of the United States. In making awards under this program, Salt Lake Community College gives consideration especially to individuals who are either members of a federally recognized U.S. racial/ethnic minority group or have a federally recognized disability. The selection program committee also takes into account a range of other factors related to increasing diversity at the College, such as socioeconomic background, research and teaching goals that emphasize diversity, and first-generation college graduates.

### BENEFITS

- Salary of a full-time instructor plus benefits.

- All privileges associated with full-time faculty status including office, phone, library, etc.
- Mentored by assigned active faculty.
- Invited to serve on the Presidents Committee for Inclusivity & Equity for the first year of the Fellowship

**Schedule Information:** Per course schedule, maintain five office hours per week for student consultation over the course of a 16-week semester. Participates in department and division initiatives. Evening and weekends may be required per appointment letter.

**Weeks per fiscal year:** Faculty Fellows are covered under a 9-month contract period (August thru May) and are eligible for summer teaching appointments as full-time faculty

**Benefits:** Available Insurance: health, dental, life & disability; Sick, vacation and holiday pay; Community service; educational assistance; Mentorship; Faculty development opportunities

**Position Description and Duties:**

Salt Lake Community College's Diverse Faculty Fellow program is an important part of the College's focus on diversity and inclusion, which seeks to better reflect the increasing diversity of its student body and the surrounding community in its faculty workforce. The program is intended to provide interested and motivated participants with valuable teaching experience and exposure to the community college environment by providing participants with real-world perspective for making an informed career choice about working as a full-time community college faculty member. The experiential opportunities provided by the fellowship program will assist the College and community college academia in general by helping to identify and mentor potential future faculty members.

This paid fellowship is open to candidates who have earned appropriate credentials to teach in our CTE programs, or a master's degree or doctorate from an accredited college or university during the 2017-2018 academic year. This fellowship may also be appropriate for those who have earned the appropriate credentials and degrees prior to the 2016-2017 academic year but have little to no previous teaching experience. Special consideration will be given to applicants who are members of groups that have been historically underrepresented in faculty positions in higher education. Candidates who demonstrate the potential to become excellent tenure-track faculty members and those who support SLCC's Core Values of Collaboration, Community, Inclusivity, Integrity, Innovation, Learning, and Trust may be considered for appointment.

To be considered, a fellowship applicant must possess a master's degree or doctorate in a discipline that is included within the portfolio of programs in one of the academic departments at Salt Lake Community College, available here:

<http://www.slcc.edu/academics/schools/index.aspx> The individual's master's degree or doctorate credential must be conferred no later than June 30, 2018.

Faculty Fellows are non-tenure track faculty who teach up to 16 contact hours or equivalent per contract year (i.e. fall and spring semesters). No previous teaching experience is required.

- Faculty may teach in multiple modalities including traditional, blended, online and accelerated formats upon completion of required training in these areas.
- Special consideration will be given to applicants who are members of racial and ethnic groups historically underrepresented in faculty positions in higher education.
- Faculty Fellows must participate in on and off campus professional development, department, division and campus wide meetings, and participate in the Faculty Fellow mentoring program. In addition, Fellows will need to stay current in their disciplines and participate in college and community service.
- Faculty Fellows will have a work load of less than 16 contact hours or equivalent per contract year (i.e. fall and spring semesters)
- Commitment to teach and motivate community college students in ways appropriate to their diverse background and learning styles.
- Knowledgeable in the use of technology in classroom instruction.

**Educational Requirements:** A Master's degree in a discipline or related area that corresponds with educational departments at Salt Lake Community College.

**Experience Requirements:** No teaching experience required, however a file is not complete until the following materials are submitted directly to the online application.

**Application Review Date:** Applications are accepted until the position is filled though priority will be given to applications received on or before: February 16, 2018

Special Notes:

You will not be able to complete the application without attaching the following documents:

- Cover letter
- CV/Resume (Does not substitute for completed application)
- Copies of undergraduate and graduate transcripts from accredited institutions
- A 1-2 page single-spaced Personal Statement discussing why you should be considered for this Faculty Fellow Opportunity. In your statement, please explain why you think you would be

an ideal candidate for the Fellowship. What makes you uniquely qualified for this position? What do you believe you can gain from the fellowship experience? What do you believe Salt Lake Community College can gain as a result of having you serve as a Diverse Faculty Fellow on our campus?

\*Official transcripts required upon hire

\*Employment is contingent upon a Criminal Background Check \*Employment Sponsorship is not available