

July 21, 2005

06-002

AUTHORITY TO CREATE A FACULTY INTERNSHIP PROGRAM

PREPARED BY: Dr. Alice Jacobson

APPROVED BY: Dr. Preston Pulliams, District President

That the Board of Directors approve the following program: That the college be authorized to establish the Faculty Internship Program to increase the numbers of culturally diverse and culturally competent faculty members. The success of this program will be reviewed annually by the Board. It will begin in the 2005-2006 fiscal year, and it will end in the 2010-2011 year, unless it is extended by the Board.

REPORT:

PCC has attempted through various means over many years to increase the numbers of culturally diverse and culturally competent people to join our faculty. We have not been as successful as we would like in hiring non-white faculty, relative to the per cent of non-white students at PCC. Therefore, we have created a Faculty Internship Program to help address this issue. While it is not a "direct appointment program" because participants will have to be competitive in the hiring process, it is an effort to create a larger pool of qualified applicants than we currently have. Each year individuals will compete for positions in this program. They will be assigned to a master teacher who will serve as a mentor; the Interns will assume a progressively larger role in the teaching of one class a term; and they will participate in a seminar on excellent community college teaching practices.