



Faculty Diversification Fellowship Program

FELLOWSHIP FOR FUTURE COMMUNITY COLLEGE FACULTY

Bakersfield College

The San Joaquin Valley is home to over 4 million Californians, accounting for about 11% of the state's population[1]. Almost half of the population (42%) identified as Hispanic or Latino, only 18% have attained a bachelor's degree or higher, and 13% live under the poverty line[2]. The educational attainment rate, 34% earned a bachelor's degree or higher, at the state level is in stark contrast to the regional attainment of 18%, according to the US Census Bureau. Literature in the field creates a strong correlation between educational attainment and income[3]. Colleges and Universities in the region have implemented practices and strategies to help increase the educational achievements of their constituents.

Bakersfield College (BC) serves close to 40,000 students in the 25,000 square miles in California, spanning parts of Kern, Tulare, Inyo, Mono, and San Bernardino counties. Within those miles is a significant population of low-income rural residents. Typically, in rural regions, populations are more dispersed and farther from major job centers. There are also lower educational attainment, and job training and the job market faces unique and specific challenges compared to more urban areas. Bakersfield College already works tirelessly to meet those workforce demands by providing opportunities for students from diverse economic, cultural, and educational backgrounds. In the most recent academic year, a vast majority of students (68.7%) identified as Hispanic, making the college a Hispanic Serving Institution (HSI).

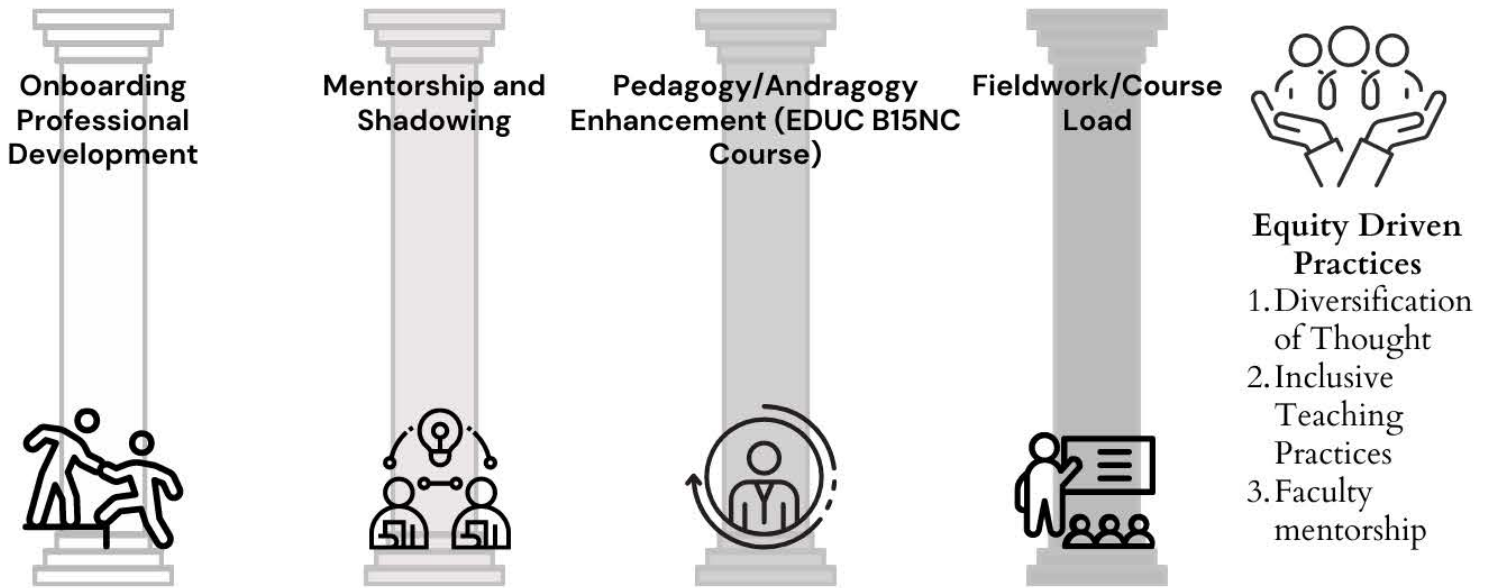
[1] Thorman, Bohn, Hsieh (2018). Retrieved from: <https://www.ppic.org/blog/2020-census-counting-the-san-joaquin-valley/>

[2] US Census Bureau (N.D.). Retrieved from: <https://www.census.gov/quickfacts/sanjoaquincountycalifornia>

[3] US Bureau of Labor Statistics (2021). Retrieved from: <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>



Program Model



This is a 1-year intensive program that provides fellows with a mentor to gain in-classroom teaching experience. Selected fellows move on to teach their own course load in the second half of the program.

Program Description

The Faculty Diversification Fellowship provides post-baccalaureate graduate students interested in teaching at a 2-year college with an opportunity to participate in a mentorship collaboration with a Bakersfield College faculty. In addition, candidates will gain exposure to the community college culture, including best practices for teaching and supporting the diverse group of students enrolled at a rural California Community College. The Faculty Fellowship Program allows the college to recruit and train qualified candidates in an effective and fiscally responsible manner. More importantly, though, it is a contribution to the community to hire candidates from the San Joaquin Valley, and the surrounding areas, to teach for Bakersfield College.

SUCCESS RATES



Nearly 90% of program participants have successfully reviewed offers for full-time/tenure track or part-time faculty positions in higher education. Are you ready to commence your journey as a faculty member in the community college?