

MENTORS:

- Attend mandatory pre-orientation training.
- Attend mandatory orientation.
- Ensure interns complete classroom observations.
- Provide the intern with the opportunity to teach.
- Attend mentor-intern meetings once a week with a minimum of 2 hours per month.
- Guide the intern through the process of acquiring skills to teach effectively in a multicultural and ethnically diverse community college classroom.
- Attend one mandatory training session.
- Encourage the presence of the intern at departmental and division meetings.
- Conduct midterm review and assessment.
- Attend a completion/graduation ceremony at the end of the semester.
- Estimated commitment of 15-20 hours per semester, beyond time spent in classroom.

Application and Other Materials:

To be considered as an intern or mentor please submit the following:

1. Intern or Mentor Application Form:
<https://nocccd.edu/future-instructor-program>
2. A letter of interest addressing eligibility criteria for the position.
3. Resume or CV

District Office of Diversity and Compliance

Leonor Cadena, Ph.D., District Director for Diversity and Compliance
mcadena@nocccd.edu

Monica Ernandes, Coordinator for Office of Diversity and Compliance
mernandes@nocccd.edu

Diversity and Inclusion Faculty Fellows:

- Annette Letcher, Ed.D.
Professor of English, Cypress College
aletcher@cypresscollege.edu
- Kimberley H. Stiemke, Ed.D, M.S.T
Professor, Basic Skills, HSD, GED, NOCE
kstiemke@noce.edu
- Sergio Banda
Professor of Sociology, Fullerton College
sbanda@fullcoll.edu

North Orange County Community College District Board of

Trustees:

Barbara Dunsheath, Ed.D.
Ed Lopez
Stephen T. Blount
Evangelina Rosales
Jacqueline Rodarte
Jeffrey P. Brown
Ryan Bent

Dr. Byron D. Clift Breland., Chancellor
JoAnna Schilling, Ph.D., President, Cypress College
Monte E. Perez, Ph.D. , Interim-President, Fullerton College
Valentina Purtell, President, North Orange Continuing Education



Future Instructor Training Program

District Office of Diversity and Compliance



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Inspire and Engage Through Inclusive Education

To effectively engage community college students in the learning process, future instructors must be inclusive, inter-culturally competent, and able to integrate diversity, equity, and pluralism into their curricular content and teaching style.

This program aims to connect equity minded faculty at NOCCCD to mentor individuals who aspire to become community college faculty. The internship program is one academic semester in length.

The program will offer an \$800.00 stipend for each intern and mentor for the semester; and will offer workshops on becoming an inter-culturally competent and equity minded community college instructor. The goal of this program is to increase the diversity of our community college faculty to better serve our diverse student population.

If interested in participating in this program as either a mentor or intern please contact;
Monica Ernandes, mernandes@nocccd.edu or
Leonor Cadena, mcadena@nocccd.edu

Eligibility Criteria For Interns & Mentors:

INTERNS:

- Demonstrated interest in learning how to infuse your class content and teaching style with diversity, inclusion, multiculturalism, equity and /or social justice.
- Intern candidates should have completed no less than 75% of their advanced academic education or training, on their way to their program completion (graduate degrees for academic fields, terminal credentials for vocational fields).
- No prior community college teaching experience.

MENTORS:

- Tenured faculty preferred.
- Have demonstrated effective teaching skills with diverse student populations; and either training or experience infusing diversity, inclusion, multiculturalism, equity and/or social justice into course content and teaching modalities.



Mentor-Intern Duties and Responsibilities:

Attend a mandatory orientation for both intern and mentor at the beginning of the program/term.

INTERNS:

- Attend and observe the mentor's classroom for at least one hour per week.
- Teach a minimum number of lessons/class sessions (under the supervision of the mentor, pursuant to the agreement between the mentor and intern).
- Attend mentor-intern meetings once a week, with a minimum of 2 hours per month.
- Attend intern cohort group session meetings.
- Keep record of activities, including a journal of reflection during the program to be submitted and reviewed by the committee.
- Attend four mandatory training seminars, 1-4 hours in length.
- Attend a completion ceremony/graduation at the end of the semester.