

HARPER COLLEGE

# DIVERSE FACULTY

## *Fellow Program*



“Diversity drives innovation.  
When we limit who can contribute,  
we in turn limit what problems we can *solve*.”

– TELLE WHITNEY



The Harper College Diverse Faculty Fellow Program opens the door to individuals of historically underrepresented groups so they may gain extensive, valuable experience as a college faculty member.



# OPENING DOORS TO *Experiential Opportunities* OR FUTURE FACULTY.

Our students, our College, and our society will gain significant advantages as we continue to nurture a richly diverse faculty who are motivated to inspire our increasingly diverse student population.

## **Consider This Opportunity If You're:**

- A thinker who believes in the community college mission and want to help change lives.
- An individual with minimal or no teaching experience but desire to motivate and educate others to achieve their goals.
- A person who wants to share your perspective with our College and in our classrooms.
- A leader with a desire to recognize and celebrate the value of diversity in academia.
- A motivated academic or individual who is hungry for mentorship by seasoned faculty professionals and willing to build a portfolio of credentials.
- An individual who has completed a Master's degree or Doctorate in a discipline or related area that corresponds with educational departments at Harper College.

Special consideration will be given to applicants who have been historically underrepresented in faculty positions in higher education.

## **If you're not sure if this is for you, let's talk.**

We invite you to email the Office of Diversity and Inclusion at [ofcdiversityinclusion@harpercollege.edu](mailto:ofcdiversityinclusion@harpercollege.edu) to schedule a personal conversation about a future opportunity.

# Is Your *Life-Changing* Moment NOW?

“Giving someone a chance to get this kind of professional experience is life-changing,”

Oubria said.

“I think it’s important to have a learning environment that somewhat *reflects* the real world.

Harper is clearly making an investment in its teachers.”



Oubria Tronshaw’s journey to Harper began before she’d ever even heard of the College.

Feeling tied down, she embraced the philosophy of metaphysics and decided to remake her life. Oubria turned to Chicago State University in hopes of teaching one day and she graduated with a Master of Fine Arts in Creative Writing.

In 2014, she was a member of the inaugural cohort of Harper’s Diverse Faculty Fellow Program, an initiative aimed at creating a workforce that more closely resembles the racial and ethnic makeup of our community.

During the fall semester, Oubria didn’t carry a full teaching schedule so she could focus on a structured and holistic professional development plan. She had content coaches as well as a mentor who belonged to Harper’s DREAM (Diverse Relationships Engaged in Affirming Multiculturalism) Employee Resource Group. She was considered Faculty and was expected and invited to attend meetings, observe other classrooms, hold office hours and take part in evaluations – all part of a real faculty experience.



## RESPONSIBILITIES AND DEVELOPMENT FOR DIVERSE FELLOWS

### FIRST YEAR

- Teach at least three credit hours (typically one course during 1st semester); and maximum of nine credit hours (typically three courses during 2nd semester). Prepare to spend at least three hours of preparation time for each one-hour of class time.
- Be available to students for “office hours” at least 10 hours per week. During 2nd semester, 5 of the 10 office hours can be completed in the Tutoring Center.
- Mentoring: Seek opportunities to observe other classrooms and be observed.
- Receive teaching evaluations and feedback from the division dean and a committee of their peers.
- Participate in professional development through the College’s Academy of Teaching Excellence. Take a minimum of two GECs (Graduate Equivalent Courses) for continued professional development. Examples of GEC courses include Introduction to Theories of Pedagogy, The Philosophy and History of Community Colleges, and Blackboard workshops (if no previous experience with online instruction).
- Meetings: Actively participate in Shared Governance committee meetings and division/department meetings.

### SECOND YEAR

- Teach a full load. (Fifteen credit hours which is typically five courses.)
- Be available for “Office Hours” at least 10 hours per week.
- Participate in the New Faculty Course and additional activities identical to our full-time faculty onboarding experience.
- Participate in a peer review process. The process is identical to the first-year, tenure track faculty process except that the Fellow is not on a tenure track.
- Continue professional development and mentoring. This includes completing teaching workshop courses delivered through an online format.
- Participate in Harper Leadership Institute (HLI). Complete a project, with your Harper Leadership Institute group, that benefits the Department, College, or integrates with the Strategic Plan.

### BENEFITS FOR DIVERSE FELLOWS

- √ Exposure to the community college environment as a viable faculty career path.
- √ Ability to make an informed career choice about working at a community college.
- √ CV/resumé enhancements to reflect hands-on experiences and earned credentials.
- √ Preparation to be a viable candidate for a faculty position at any community college in the U.S.
- √ Guidance, mentoring and coaching from a professional who shares one’s experience as a full-time faculty member at a community college.
- √ Ability to improve instructional skills while gaining a better understanding of the community college environment.
- √ Paid fellowship position. The Fellowship is offered for one year. Fellows may be renewed for a second year based on performance and application. The Fellowship is available for a maximum of two years, per Fellow.

## op·por·tu·ni·ty

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noun

1. A set of circumstances that makes it possible to do something.  
“we may see increased opportunities for export”  
synonyms: chance, lucky chance, favorable time/occasion/moment, time, right set of circumstances, occasion, moment, opening, option, window (of opportunity), turn, go, possibility; More
2. A chance for employment or promotion.



## ADAM ELFREN LOPEZ, *Diverse Faculty Fellow*, IS PROUD OF HIS **CHICANO IDENTITY.**

His first job was detasseling corn in the summer and his early schooling never covered the Latino culture; his family's story was noticeably absent from the American narrative. Then, Arizona passed a law aimed at prohibiting a Mexican-American studies program taught in the Tucson Unified School District. Adam was spurred to act. He joined the 2012 caravan of Librotraficantes (book traffickers) and traveled from Houston to Tucson to deliver banned books. We were giving young people their history.” Adam brings this energy to his curriculum, infusing the Latino experience in his course, American Experience Since 1877.

“I wanted to teach because I strived to be a strong Latino educator, especially because Latina/o educators are largely underrepresented in front of the classroom. The students at community colleges represent a diverse group of individuals ready to advance their careers and educational futures. Because of this environment, I believe I can be of service through multiple venues such as teaching, student support, and/or community engagement.”

“The Faculty Fellow position has been a great opportunity to reach my goals. Upon receiving the fellowship, I quickly learned that this program provided both valuable mentorship and a space for me to perfect my craft of teaching. I have found a very welcoming community here, which has made my transition into teaching much smoother. My colleagues have provided me with great support and insight into the campus community, and it has been greatly appreciated.”

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“A good education can change anyone.  
A good teacher can change everything.”

– ANONYMOUS

# HARPER COLLEGE INVESTS *in Diversity and Inclusion.* WE INVEST IN **YOU.**



Harper College is one of the nation's premier community colleges and one of the largest, serving more than 40,000 students annually in Chicago's northwest suburbs.

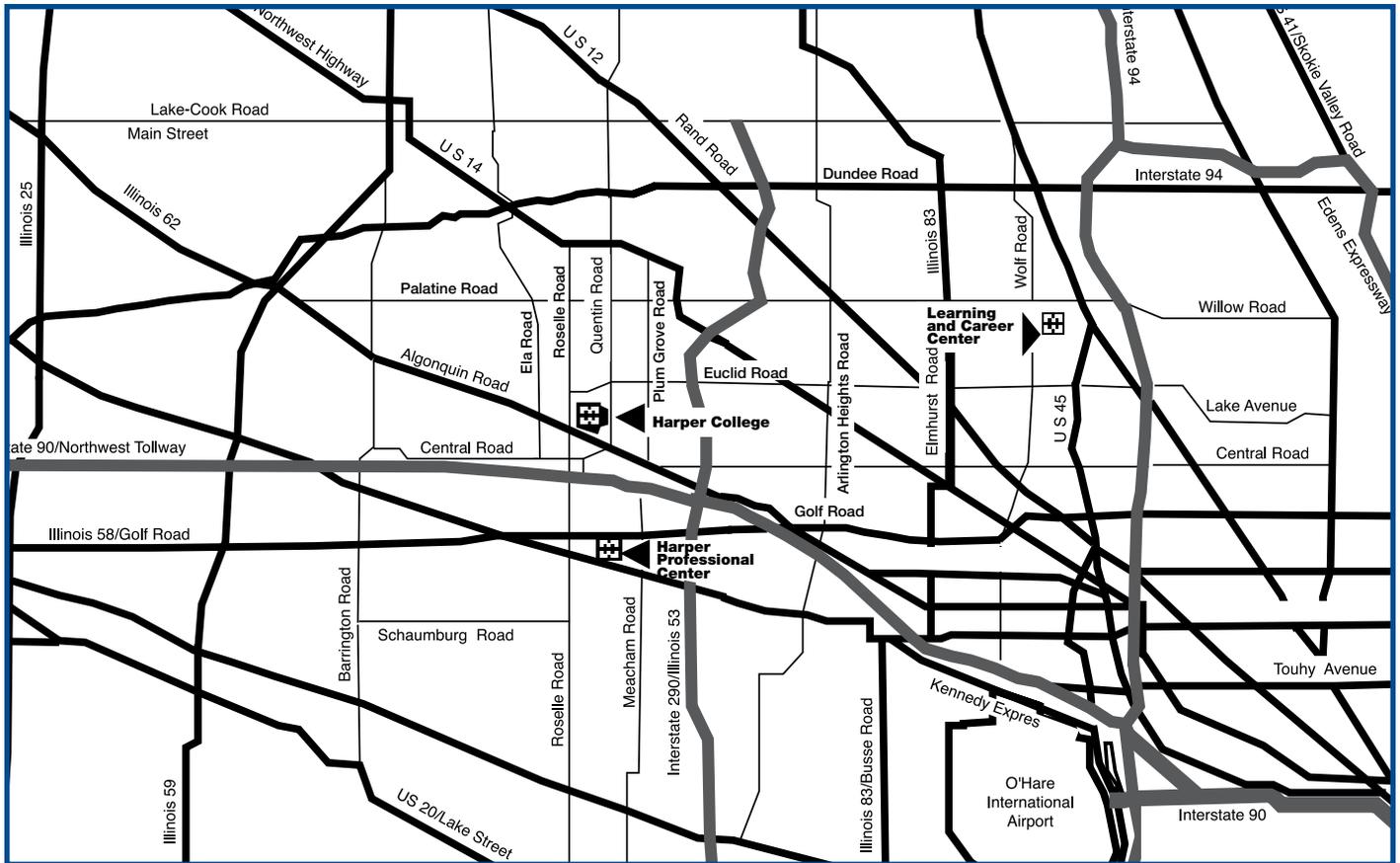
The College's academic programs prepare students for rewarding careers and for transfer to four-year universities. Harper offers associate degree and certification programs, advanced career programs, workforce training, professional development, continuing education classes, accelerated degree options for adults and developmental education programs.

The Board of Trustees has supported the College's work around Diversity and Inclusion including the creation of the position of Special Assistant to the President for Diversity and Inclusion, a position that reports directly to the College President, and holds a seat on the Executive Council.

Our vision is to enrich our world by educating culturally literate students who recognize the opportunities of and make positive contributions to a global society.

In order for Harper College to remain a leading academic institution, it's imperative that we value and engage with our diverse community with not only words and education, but action. The Diverse Fellow Program allows the College to:

- Diversify our faculty in the short term
- Diversify our campus and/or other community colleges in the long term
- Continually improve our campus' welcoming environment through honest Fellow feedback
- Infuse diverse perspectives into our College and our classrooms
- Improve cultural competence, acceptance, openness to diversity on our campus by building relationships



## Office of Diversity and Inclusion

1200 W. Algonquin Road, Building W  
Palatine, Illinois 60067

**We invite you to contact the Office of Diversity and Inclusion to schedule a personal conversation about your future opportunities.**

**PHONE** 847.925.6391

**EMAIL** [ofcdiversityinclusion@harpercollege.edu](mailto:ofcdiversityinclusion@harpercollege.edu)