



Program Description

This program has changed me completely, from knowledge base to attitude. It has allowed me to become a better instructor by way of becoming a better student.

Al Battle
2002 FIPP Faculty Intern

Background

The Faculty in Progress Program (FIPP) is a *Grow Our Own* program for employees of the Maricopa Community Colleges. The Maricopa County Community College District (MCCCD) is comprised of ten nationally accredited colleges, two skill centers, and multiple satellite extensions. The Maricopa Community Colleges educate and train a diverse student body of more than 277,000 persons year-round with an enrollment of more than 197,400 students in credit courses and 80,000 enrolled in non-credit special interest courses.

FIPP is the result of the work of the Maricopa Community Colleges' Faculty Recruitment Commission, established in the fall of 2000. The Commission's goals were to suggest changes to faculty hiring policies and procedures, to develop a *grow our own* program, and to develop and promote best recruitment and hiring practices. FIPP addresses the *grow our own* goal.

FIPP responds to several needs: 1) a large number of residential faculty in the Maricopa Community Colleges will be eligible for retirement over the next three to five years and Maricopa will be hiring more than 100 faculty each year for the next decade; 2) The demographics for the Maricopa Community Colleges are changing, and the Governing Board has adopted a goal that indicates that students will be served by faculty and staff who reflect the diverse communities we serve and who create an environment of equity and mutual respect of each person.

FIPP is a 9-month internship open to all employees of the Maricopa Community Colleges who have the desire and potential to become competitive in the pursuit of a residential faculty position. However, the program in no way guarantees a job. FIPP Faculty Interns, when applying for a residential faculty position, must complete the same selection process as any other applicant.

The colleges and the District Office actively recruit candidates in disciplines where (1) there is an underutilization as identified in the Maricopa County Community College District Affirmative Action Plan; (2) there is not a sufficient applicant pool to meet the needs of the college; and/or (3) there is a necessity to augment diversity within the faculty.

Purpose

The main goal of FIPP is to provide the selected Faculty Interns mentoring and professional development opportunities that result in the knowledge and skills needed to be competitive in the pursuit of a residential teaching position. The focus of the program is on learning the multiple roles of faculty.

Model

- The program supports 11 Faculty Interns, one for each college and the District Office. Colleges are welcome to select additional Interns but are responsible for paying all costs, including their salaries and their Mentors' reassigned time.
- To be eligible, candidates need to meet MCCCCD minimum teaching requirements for the discipline in which they intend to teach.
- Each Faculty Intern selects a Faculty Mentor, or a team of mentors, who is a residential faculty in the same teaching discipline the Intern intends to teach.
- Faculty Interns are required to develop a *Learning Contract* with the assistance of their Faculty Mentors. The *Learning Contract* is an outline of the goals and activities to be accomplished during the internship, a mentoring plan, and a plan to evaluate the internship.
- Faculty Interns are required to participate in professional development opportunities such as:
 - Teaching a minimum of 3 load hours and no more than 9-11 load hours per semester.
 - Observe master teachers.
 - Attend department/division meetings, all faculty meetings and forums, and the Maricopa Faculty Convocation.
 - Participate in the FIPP Orientation.
 - Participate in FIPP-sponsored workshops:
 - Resume Building
 - Interview Skills
 - Instructional skills/strategies
 - Engaging Students in Active Learning
 - Classroom assessment
 - Developing a Teaching Portfolio
 - Participate in workshops sponsored by the colleges (e.g., teaching methodologies, instructional technologies, etc.)

- Faculty Interns are required to assist in the evaluation of the program by completing surveys and questionnaires, participating in interviews, submitting a final report, and communicating to the FIPP Coordinator their progress in pursuing a full-time residential position.
- Faculty Mentors receive 3 hours of reassign time to:
 - Assist in the creation of the *Learning Contract*
 - Monitor the Learning Contract for the duration of the Internship
 - Meet with the Faculty Interns at least once a week
 - Observe Interns teach and provide constructive feedback and learning suggestions
 - Provide opportunities for development for the Faculty Interns
 - Participate in the evaluation of the program.
- Program evaluation is an ongoing process. An evaluation report is published in June.

Process/Timeline

- The program is advertised to all employees of the Maricopa Community Colleges in early spring.
- Each college forms a selection committee that develops a selection plan, including criteria for eligibility. The committee includes administrators, the faculty president, and other faculty. The selection process is reviewed for its competitive criteria and objectivity by a committee composed of members of the Faculty Recruitment Commission.
- Interested individuals submit an application, a resume or curriculum vitae, unofficial transcripts, and a personal statement of interest to the appropriate college president or Vice Chancellor for Academic Affairs. Interested individuals are responsible for identifying a Mentor, who needs to be a residential faculty member in the discipline the Intern intends to teach.
- Colleges and District Office select candidates and forward names to the FIPP selection committee for final decisions, along with the candidate's application, resume or curriculum vitae, unofficial transcripts, personal statement of interest, and a *Learning Contract*.
- Faculty Interns are announced by the Chancellor in early May,
- Internship begins in August and ends in May.

**For additional information, please visit:
<http://www.mcli.dist.maricopa.edu/fipp>**