

Montgomery College Minority Faculty Internship

By Dr. Rodney Redmond and Dr. Elizabeth Benton

In 2018, Dr. Rodney Redmond, dean of English and Reading, established the Montgomery College Minority Faculty Internship (MC MFI) for English and Reading. At the same time, *The Chronicle of Higher Education* named Montgomery College among the top most racially and ethnically diverse community colleges in the United States. Seeking guidance from Montgomery College Policies and Procedures (Minority Faculty Internship Program-32201), College administrators, and the Office of Human Resources and Strategic Talent Management, Dr. Redmond and Dr. Elizabeth Benton, the program director, outlined the one-year internship. MC MFI would seek underrepresented minority applicants from area graduate schools: students had to be in their final year of a master of arts program or any stage of a doctoral program in English, reading, education, or closely related field. As is the practice for all faculty hiring, applicants could apply through Montgomery College's Workday system.

MC MFI remains a success because of the multi-faceted support system the program offers to both intern and department faculty. In addition to semi-monthly meetings with the program director and monthly meetings with the dean, the intern teaches two to three English composition courses per semester; participates in professional development; engages in scholarly writing and presenting; receives support from an English and Reading department minority faculty mentor; and works with six or seven faculty members to observe their classes. The first MC MFI intern, Professor Jermain Jones, and Dr. Benton co-presented at the College English Association-Middle Atlantic Group (CEA-MAG) conference at Bowie State in March 2019. Professor Jones presented at an English and Reading department meeting to address his experiences in the inaugural year of the program. Professor William Martin, the second MC MFI intern, and Dr. Benton were slated to present at the Equity Summit scheduled for April 1, 2020. Due to its cancellation because of the pandemic emergency, they hope to find another way to present their year working together. According to Dr. Benton, "Our two faculty interns have been vastly different and an honor to work alongside. Professor Jones, the program's first minority faculty intern, is a doctoral student who was also an experienced part-time college educator, so our conversations focused on his publications, his networking at colleges in the region for full-time teaching, and his expertise on culturally responsive teaching in his classroom. Professor Martin, the program's current intern, is completing a Master of Arts in English at Georgetown and began the internship with only a few teaching experiences. Our conversations have centered on pedagogy in a student-centered community college classroom." MC MFI will continue in fall 2020, with hiring processes currently underway.

Although MC MFI is not a part of the President's Advisory Committee on Equity and Inclusion (PACEI), it aligns with PACEI's human resources subcommittee on hiring minority faculty. MC MFI is just one way to engage in effective hiring practices for minority faculty and to foster development of newly hired minority faculty.