

## **District Directed Call**

### **Umoja Equity Institute Project Facilitator Pool**

Applications are being solicited from the College of Marin's full-time and part-time faculty members to fill anticipated openings for the position of the Umoja Equity Institute (UEI) Project Facilitator. Over the last few years, the UEI has collaborated across the campus and with the Marin community to promote and enact equity. The significance and need for this work has only grown and expanded, requiring additional duties for the UEI Coordinator, UEI Program Developer, and UEI Facilitators as well as other folks on campus who are assisting with UEI projects. This new position of UEI Project Facilitator will provide compensation for that additional work and for those assisting. This position will be funded by the UEI on an ongoing basis. The facilitator will receive up to 20 hours of compensation at the current stipend rate for each UEI project.

#### **Description and Rationale for Project:**

The Umoja Equity Institute will establish College of Marin as a hub for the development of innovative programs and services to compliment the mission of the Marin Community College District and help the College meet the following Educational Master Plan Equity Goals:

- E1 Ensure that all prospective and current students have the opportunity and academic and services support to succeed in reaching their educational goals.
- E2 Decrease or eliminate achievement gaps between demographic groups of students at the college.
- E3 Given the college's mission and diverse student population, be a leader in addressing inequality in the county.
- E4 Hire, support, and retain employees to ensure diversity and support equity-mindedness in COM employees.

In an effort to fulfill COM's Educational Master Plan Equity goals stated above, the Umoja Equity Institute is designed to enact and institutionalize equity services that will:

- Improve retention, persistence, and transfer of African American and other students
- Assist in the development of equity-based curriculum and syllabi for College of Marin faculty and nurture collaborative opportunities learning and engagement
- Work directly with Learning Communities and Classified Staff in maximizing delivery of services and career advancement
- Provide a regularized and coordinated program of workshops and presentations with the goal of increased learning opportunities that further increases our engagement with the larger community
- Work directly with local high schools and impacted diverse communities on equity and inclusion

#### **Scope of Work:**

The faculty members will:

- Assist with UEI equity projects and events at COM and in the community that support the UEI components of: Equity in Mental Health, High school to COM Pipeline, Communities in Practice, and Grow Your Own Classified development, which could include public speaking, outreach to COM and community partners, consultation, and facilitating panel discussions, professional learning, etc.

**Eligibility Requirements:**

- Full-time or part-time (must have a current instructional assignment) faculty status at College of Marin
- Demonstrated sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, ethnic, and accessibility-related backgrounds of community college students and the campus community
- Commitment to equity and dismantling systemic racism

**Compensation:**

**UEI Project Facilitator:** Up to 20 hours at the current stipend rate for each UEI project

**Application Procedure:**

1. Please send a letter of application (500 words or less) to Sarah Anderegg at [sanderegg@marin.edu](mailto:sanderegg@marin.edu) describing 1) how you plan to contribute to UEI projects and 2) what you have done to support equity and dismantling systemic racism.
2. Applications are submitted on a rolling basis.

**Criteria Used to Evaluate Applications (8.4.5):**

UDWC shall evaluate applications using some or all of the following criteria with points awarded using the scale indicated:

1. Mandatory criteria that every application must meet to be approved:
  - a. The proposed cost and probable availability of personnel, equipment, supplies and/or operational support will be available.
  - b. The project activities will not adversely affect the discipline or department budget, facilities or schedule.
  - c. The applicant has adequate experience and/or training to carry out the proposed project.
  - d. The applicant has notified the department chair of the application.
  - e. Compensation is commensurate with the scope of work. If not, UDWC may approve lower units/hours than requested. This criterion does not apply to externally-funded activities (Category II) where the District is not providing funding.
  - f. The unit member is not receiving compensation or funds from other sources for the same work/project. This criterion does not apply to externally-funded activities (Category II) where the District is not providing funding.
2. The problem or need addressed has been adequately thought out and described (0-10 points).
3. The problem or need addressed is in support of one or more of the college's goals and objectives (0-7 points).
4. The project activities are likely to contribute to instructional effectiveness (0-10 points).
5. The project activities are likely to increase student learning and/or retention (0-10 points).
6. The project activities are likely to encourage the adoption of instructional, learning or technical innovation(s) at the discipline, department and/or instructional levels (0-7 points).

**Application Recommendations (8.4.6):**

The UDWC shall make one of the following recommendations based on majority decision for applications for overload, reassigned time, reduced load, or stipend:

- a. Approve – UDWC will forward recommendations for approval to the Superintendent/President.

- b.** Request revision of application – UDWC may recommend the applicant revise their application. UDWC will inform the applicant of its reasoning for the request.
- c.** Deny – UDWC may deny applications. If UDWC does not, by majority decision, approve or decide to request revision of an application, the application shall be denied. Upon the request of a unit member whose application is not approved, UDWC will provide an explanation.

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