

# Making the Cut and Thriving in a Community College Atmosphere

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Dr. Andrew Fisher – Vice President of Instruction and Chief  
Academic Officer for North Central Texas College



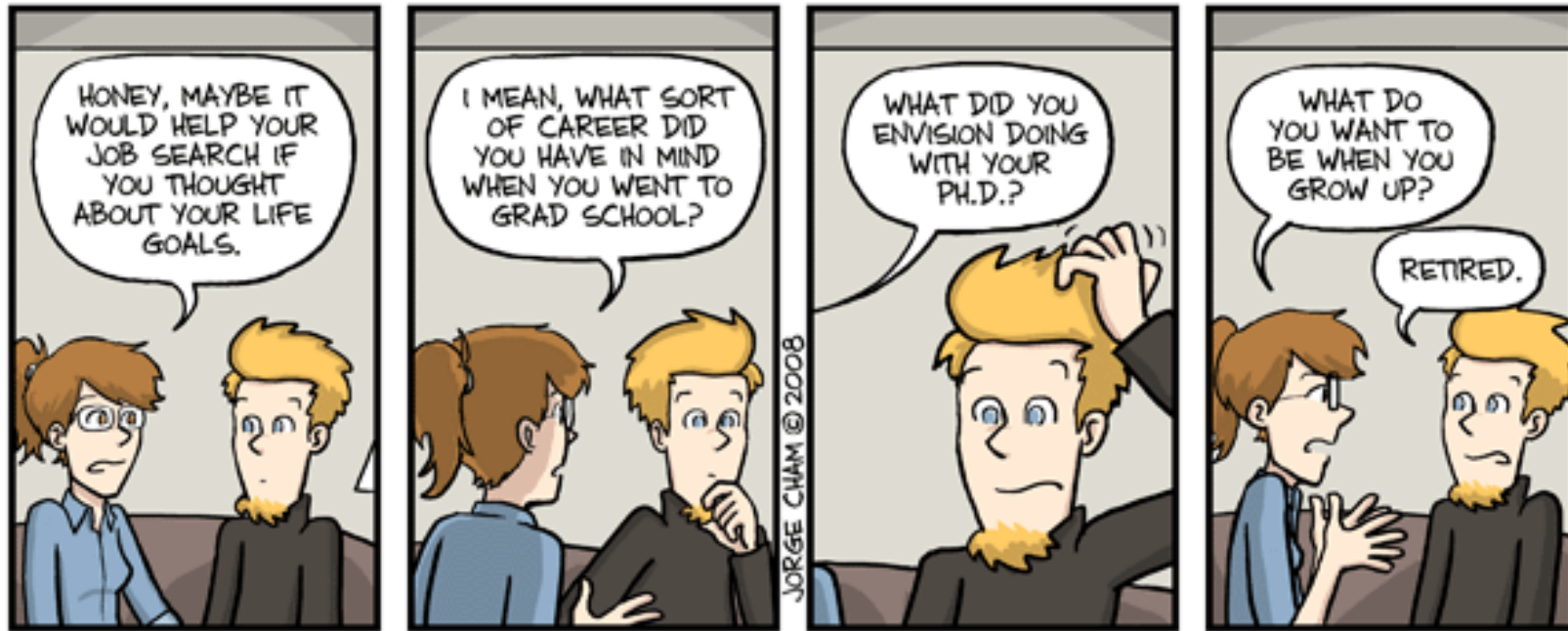
# How do you know if a Community College is for you?

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- Let's face it, teaching at Community Colleges is not for everyone.
  - Heavy Emphasis on Teaching
  - Highly Student Centered
  - Online Courses
  - Success Matters Immensely
  - Integration of Student Learning Objectives into Curriculum
  - Shared Governance
  - Salary Range

Have you already identified a Community College as your ideal working environment?

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# How to Make the Cut

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- Landing an interview at a Community College is only one step in a long process, but how do you get to that point?
- What does the timeline look like from an Administrative perspective?
  - January – Board Recommendations for Rehire
  - February/March – Budgets
  - March/April – Post Faculty Positions
  - April/May – Interviews
  - June – Position Offers
  - August – Position Filled and Board Approved

# Getting to the Interview Offer

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HR will collect all applications and will evaluate them for:

- Accuracy and Completeness
- Credentials
- Experience
- Clear and Concise
- Focused on One Job
- Landmines or Potential Red Flags

Committee will then choose applicants:

- The chosen applications will go to the Chair of the steering committee
- Either one or the group will choose 4-8 to interview.
- Qualified does not guarantee an interview



# Curriculum Vitae

## What goes in...

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- Name, accurate and appropriate contact information.
- Purpose Statement
- Work and Educational Experience
- Committees and Appointments
- Publications and Presentations
- Volunteer Experiences and Accolades

## What stays out...

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- References
- Protected Status Indicators
- Inaccurate Information
- Pictures
- Non-relevant information

\*Apps are for HR, CVs are for Committees



You got the interview! Congrats! You just beat out 44 of the 50 applicants! That is something to celebrate, don't underestimate that!



\*Take the time to evaluate what you did differently this time. It may make a big difference in the future.



# The Interview: What will it be like?

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- A Steering Committee of 4-12 will conduct the first round of interviews.
- They will likely ask standard questions of all those interviewing
- They are looking in your answers to find solutions to their specific needs
- Interview will be an hour to two hours
- You will then provide a teaching demonstration for the group
- You may get a tour or a chance to meet with others on campus



# What Matters Most?

## What Committees Care About

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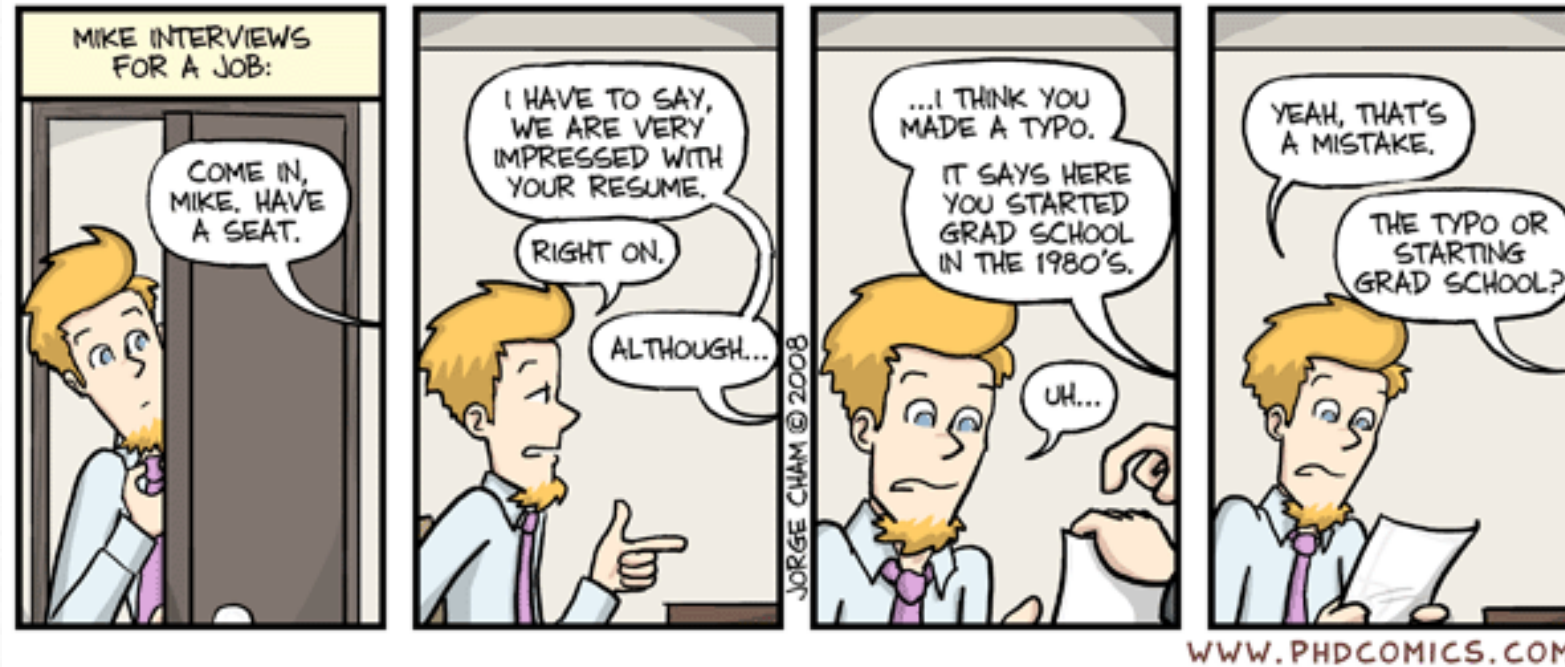
- Your Teaching Experience
- Your Relatability to Faculty and Students
- Your Competence in the Discipline
- Your Institutional and Departmental Fit
- Your Connections and Affiliations
- Your Ability to Fill Their Needs

## What Committees Don't Care About

- The Groundbreaking Nature of your Dissertation
- What you think is wrong with Higher Education
- Number of Publications
- Your Paycheck or Benefits
- How Great your Major Professor is
- How Good you Think the School is
- How Desperate for a Job You may be



It is extremely unlikely that you will get a job from your first interview. Interviewing is a skill and the more you do it the better you will get. So, never turn down an interview!



\*Keep notes throughout the process and compare from one institution to another. Similarities and difference matter.



# Round Two!

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- You may make the second round if things went well with the steering committee. There are usually only one or two who make the second round.
- This interview will be with the Dean or maybe the Chief Academic Officer.
- It will be a one-on-one interview.
- In the steering committee you are trying to stand out, in the Dean's interview you are trying to show how you fit in.
- This is the place for the two sided interview.



# What do I look for?

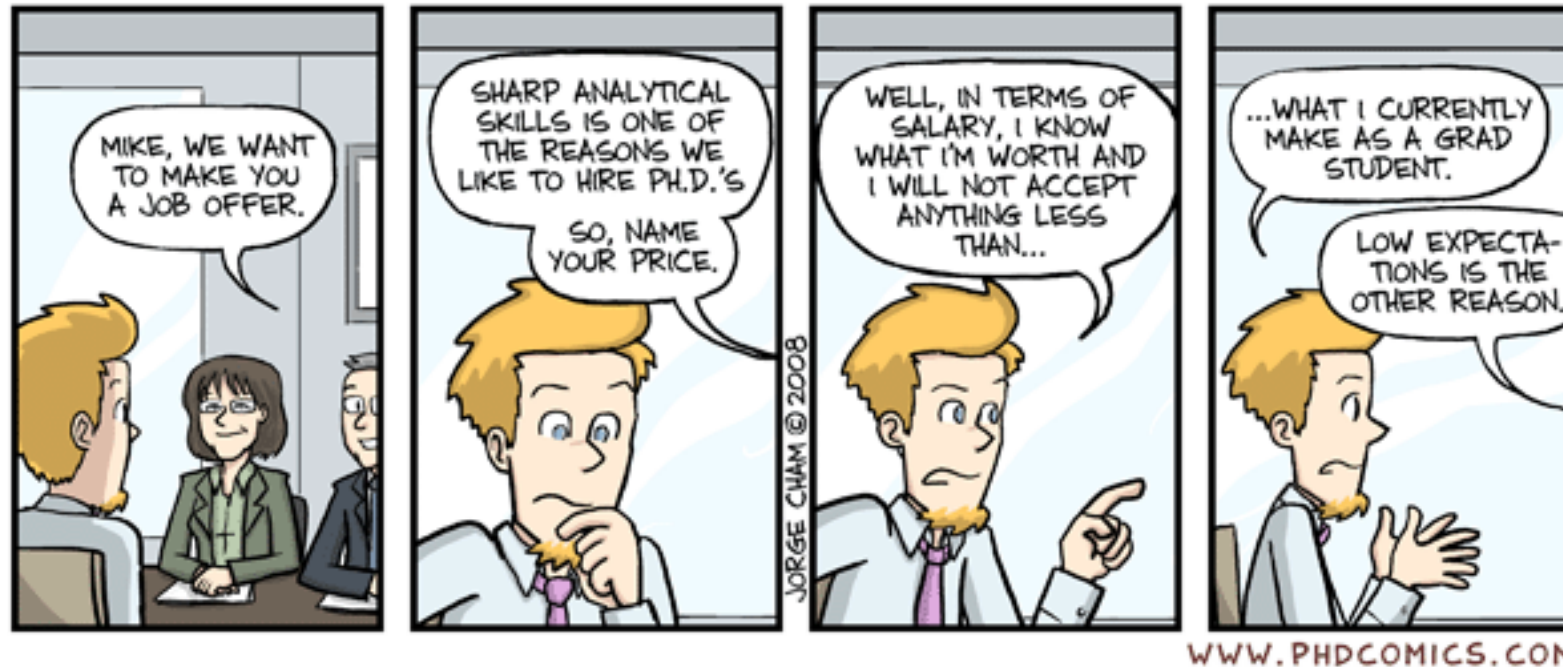
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- I don't care much about politics, orientation, diversity needs, or other similar aspects that others may think are important to me.
- Nor do I look much for merit or ability, that should have happened in the steering committee.
- What I want to know is if the candidate is whether or not the candidate is
  - Going to avoid hard work?
  - Likely to move in a year or two?
  - Negative all the time? Or won't work well with others?
  - Can I trust them?
- I want to support the steering committee in all things.

**Failed Search!**



You may not be their first choice, or you may not be hired for the reasons that you want, but that is something you will have to get over. After all, you now have a job! Similarly...you might not get chosen...



\*Job searches are incredibly emotional, be prepared for serious bouts of depression or anxiety following an unsuccessful search. Avoid taking unsuccessful searches personally; it is not about you.



# Thriving in a Community College Atmosphere

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- Understand the Culture of the Community College
- Be active with students
- Look for personal stories
- Avoid Administrative Us vs. Them
- Do research, just do it internally!
- Listen and look
  - I've learned much more by watching people do it wrong than I ever did by reading about how to do it right.
- Learn to love your students



# A year out...

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- After the first year give your situation a good hard look.
- Are you happy in your job? Do you see yourself doing this for the rest of your career?
- If so, congratulations!
- If not, then begin planning your exit strategy.
- But above all else, find a mentor that you can trust and enjoy being around.



# Suggestions to Avoid Major Pitfalls

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- Look for the good in others.
- Be nice. 85/15
- Go to graduation.
- Attend after hour events.
- Learn more about how Community Colleges work and are administered.
- Get professional development any chance you get.
- Master the craft of teaching.



# Comments? Want to work for NCTC?

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Seeking: QEAG (qualified educator of any gender) aged 25+. Must have master's degree and 18 hours in teaching discipline. Must like: hard work, long walks in the rain, working with students, seeing others become successful, with a willingness to hold students accountable while providing a nurturing educational environment. Looking for a long term relationship. Preferred non-smoker with pets at home. If interested please contact [afisher@nctc.edu](mailto:afisher@nctc.edu).