The Scoop on Hiring in Higher Ed

Presenters:

**Steven Tippins, Ph.D.**
Walden Contributing Faculty

**Daniel W. Salter, Ph.D.**
Director, Strategic Research Initiatives, Center for Research Quality

**Vaughn Emery, M.S., S.P.H.R.**
Director of Faculty Recruitment, Laureate International Universities

Walden University Career Services Center

http://careercenter.waldenu.edu
The Walden Career Services Center aspires to be a cutting edge, global career services center preparing our learners to navigate career transition over a lifetime. To achieve this vision, we educate, coach, and advise our learners to proactively manage their careers.
Poll – What are higher ed institutions seeking in potential faculty candidates?
Faculty Presenter

Steven Tippins, Ph.D.

Ph.D. in Business
Contributing Faculty, School of Management
25 years experience with online and brick and mortar institutions
Experience on hiring committees and as an applicant
Promotion and tenure process experience
Faculty Presenter

Daniel W. Salter, Ph.D.

Director, Strategic Research Initiatives
Center for Research Quality
Faculty, Ph.D. In Education
The Richard W. Riley College of Education and Leadership
Faculty Recruitment Presenter

Vaughn Emery, M.S., S.P.H.R.

Director of Faculty Recruitment, Laureate International Universities

More than 20 years of recruiting experience, including more than 10 years in higher education

M.S. in Human Resources and Labor Relations

Volunteers to support college students & working adults with career advice, job search strategies, and resume writing
Walden Alumnus Guest Panelist

Wanda J. Corner, Ph.D.

- Management and Organizational Development Consultant, Corner of Success, Inc.
- Adjunct Business Management Instructor
- Expertise: Leadership, entrepreneurship, and organizational change
Topics

• Overview of the higher ed hiring climate
• The online vs. traditional hiring process
• Building your qualifications
Higher Education Climate

• How competitive is the process of applying for teaching positions?
• Do qualifications vary by institution?
• Is the market changing for higher education tenure track positions?
Getting a Foot In the Door

• How does one break into Higher Ed teaching?
Building Your Qualifications

- What should one highlight on a CV?
- Is there a way to network with those in hiring positions?
- What can students do 2 years out to prepare for their higher ed job search?
- How can students market their Walden program?
The Online vs. Traditional Hiring Process

• Who screens the CVs?
• Please describe the interview process.
  – How does this differ between online and traditional institutions? (Screening, selection, on-campus visit)
### Potential Interview Questions

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<thead>
<tr>
<th>General</th>
<th>Teaching</th>
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</thead>
<tbody>
<tr>
<td>Why did you decide to pursue your Ph.D.?</td>
<td>What is the most important role a university instructor plays?</td>
</tr>
<tr>
<td>What is the ideal balance for you between research, teaching and service?</td>
<td>Have you chosen a textbook for a course you taught? If so, which one and why?</td>
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<table>
<thead>
<tr>
<th>Research</th>
<th>Service</th>
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<tr>
<td>In two minutes, explain your dissertation in common terms.</td>
<td>Our institution values university, professional and community service. Which is most appealing to you and why?</td>
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<tr>
<td>What papers are you currently working on?</td>
<td>What service activities have you been involved in?</td>
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Who Gets Hired?

• Describe the offer process.
  – When is the best time to negotiate?
  – What terms should be covered?

• Having hired faculty, what makes a candidate really stand out?

• What mistakes have you seen that candidates should avoid?
A Walden Success Story

Wanda J. Corner, Ph.D.

- Management and Organizational Development Consultant, Corner of Success, Inc.
- Adjunct Business Management Instructor
- Expertise: Leadership, entrepreneurship, and organizational change
Top 10 Careers in Higher Education: Walden Doctoral Graduates
Top 10 Career Alternatives: Walden Doctoral Graduates
Questions?
Our Doctoral Webinar Series

http://careercenter.waldenu.edu

Building Your Academic Reputation in Higher Education
3/27/13
Dr. Kelley Jo Walters
Dr. William Schulz

Strategies for Getting a Job in Higher Education
1/23/14
Dr. Daniel Salter

Creating Your Curriculum Vita: A Build Block to Your Future
6/26/12
Dr. Kelley Jo Walters
Tap Into Career Services Higher Ed Resources

High Ed/Online Learning resources for career research, management, and advancement.

http://careercenter.waldenu.edu

Links lead to areas of Education, including Higher Ed/Online Learning
Get Connected!

Join our Walden University Career Services Center LinkedIn Group

Follow us on Twitter

Read Walden student successes on our blog

Visit OptimalResume

Access Everything from Our Website:
http://careercenter.waldenu.edu

Email:
careerservices@waldenu.edu
Resources

Books

Career Services CV Guide and Template
OptimalResume CV Template: https://waldenu.optimalresume.com/modules/resume/showSamples.php?section=loadSamples

Job Boards
Academic 360: http://www.academic360.com
Adjunct Nation: www.adjunctnation.com
Adjunct World: www.adjunctworld.com
Higher Ed Jobs: http://www.higheredjobs.com/
Resources Cont’d

LinkedIn Groups
Higher Education Management
Higher Education Teaching and Learning
Higher Ed Jobs
How to Teach Online
Online Professionals: Teaching College Online and Hybrid
US Distance Learning Association

Walden Career Services Doctoral Webinar Series
Doctoral Webinar Series:
http://careercenter.waldenu.edu/1222.htm
Food for Thought

In learning you will teach, in teaching you will learn. -Phil Collins