

## North Seattle Community College

### 2014 Presidential Semi-Finalist Interview Questions

*Note: Candidates were given 30 minutes prior to the interview to review the questions. Questions 4 and 8 were something of an exception. In those cases, they were told beforehand that they would be presented with a situation, but the situation itself was presented only during the interview itself.*

#### Interview Guidelines

- Your interview will last a maximum of 75 minutes. It will be important to manage time effectively to ensure that you have the opportunity to respond to all of the questions within the allotted time.
- In addition to having a written copy of the questions, each interview question will be presented orally by a member of the search committee.
- In your responses, illustrate with specific examples as much as possible.
- In the case of multi-part questions, be sure to respond to each part.
- Committee members may ask follow-up questions for clarification and/or more specific information.

#### Interview Questions

1. Please tell us about yourself, how you have come to this place in your life and career that you are applying for the presidency of our college, and what you feel you would bring to the position.
2. Describe your vision of the role of the community college in the 21<sup>st</sup> century, including how that vision has been shaped by your personal experience. What is it about NSCC in particular that attracts you as the place where you want to carry out that vision?
3. As a president serving a local community, and working within a multi-college district as well as a statewide community college system, you will be called upon to wear many “hats.” What array of hats do you see yourself wearing, and what synergies and/or conflicts do you foresee?
4. *For Question 4, you will be presented with a situation faced by many presidents, and asked to describe how you would approach it. The situation will be presented both orally and in written form.*

#### **SITUATION [PRESENTED TO THE CANDIDATE DURING THE INTERVIEW, BUT NOT BEFORE]**

A program that the college has offered for over 40 years is experiencing the following conditions

- Enrollment has dropped by 50% over the past ten years
- Instructional costs are high because of low student-faculty ratios. The average student/faculty ratio across the college is 22:1, whereas in this program the ratio is running at 12:1
- One full-time faculty member, three part-time faculty, and two support staff work in the program
- Students in the program rate its instructors and content extremely high
- A segment of the external community is extremely loyal to the program and see it as vital to the mission of the college

As president, you are faced with making a decision about whether to discontinue this program. How would you proceed?

5. How do you see your strengths aligning with our mission and core themes and how would you go about inspiring and motivating us around a common vision?

6. How do you see institutional racism and other forms of structural biases impacting higher education, student success, and college employees (faculty, staff, and administrators)? In your previous positions, what have you done to address these issues, and what victories and defeats have you experienced in your efforts?

7. When search committee members asked our campus community, “what qualities are most important in North’s next president?” a recurring response was “open communication and transparent decision-making.” What would open communication and transparent decision-making look like in your presidency? Are there circumstances—and can you cite an example—in which you feel you could not be transparent?

*8. For Question 8, you will be presented with a situation common in the life of a college president, and asked to describe how you would approach it. The situation will be presented both orally and in written form.*

**SITUATION**

In Seattle there is talk of raising the minimum wage from \$9.32 per hour to \$15 per hour. As the president of our college, business and community leaders have invited you and other community college presidents to participate in a roundtable to discuss this topic and its implications. What thoughts would you contribute to the discussion when it is your turn?

9. Think ahead into the future. What criteria will you use to judge your effectiveness as the leader of North Seattle Community College?

10. Do you have any questions of us?

11. Is there anything else you would like to share or anything else you would like us to know about you?