

Dr. Daniel J. Fischer

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OBJECTIVE: To provide principle-centered leadership as Dean for Student Success at San Antonio College, capitalizing on my passion for—and dedication to—post-secondary student success and persistence by maximizing application of my baccalaureate, graduate, and doctoral education plus extensive leadership and management experience honed via increasingly responsible duties across diverse audiences within the post-secondary academic and active-duty military service arenas.

EDUCATION

Doctor of Education—Organizational Leadership

Northcentral University

2019

La Jolla, California

Dissertation = Academic Probation Student Resource Intensive Intervention: An Ex Post-Facto Quantitative Study among Community College Students in Texas

Master of Arts (Dual Major)—Human Resource Management and Human Resource Development

Webster University—San Antonio Campus

2005

St Louis, Missouri

Bachelor of Science, Business Management/Administration

University of Phoenix—Tucson Campus

1997

Phoenix, Arizona

Certified Occupational Instructor

Community College of the Air Force

1994

Montgomery, Alabama

Associate of Applied Science, Instructor of Technology and Military Science

Community College of the Air Force

1992

Montgomery, Alabama

Associate of Applied Science, Criminal Justice

Community College of the Air Force

1992

Montgomery, Alabama

EXECUTIVE MANAGERIAL PROFILE

- 30+ years of collaborative participatory leadership managing, supervising, administrating, training, and educating
 - Academic development; higher education administration; continuous improvement; innovation; compliance
 - Fosters culture of professional excellence and customer service, ethical decision-making, and quality service
- Student Services Leader: directed student success services to include Mental Health Counseling, Disability Services, Retention Services, Learning Center, Library Services, Advising, New Student Orientation, and tutorial services
- Academic Leader: planning, development, and evaluation of academic and instructional support programs
 - Academic + Career Technical programs + Dual Credit and Early College High School program partnerships
- Educator: ~6,000 teaching hours = leadership, organizational behavior, performance management, change management
- Synthesizes quantitative data-driven planning, evaluating, and assessing with qualitative observation and keen listening

COLLEGIATE TEACHING EXPERIENCE

- **Leadership and Management:** Leadership and Followership; Situational Leadership; Contemporary Leadership; Contemporary Supervisory Issues; Functions of Management; Supervision; Human Resource Management; Research Methodology; Leadership Theories; and Managerial Power, Influence, and Delegation
- **Performance and Change Management:** Performance Management, Evaluation, and Reporting; Change Management; One Minute Manager and Job Enrichment; Conflict Management; Human Resource Development; Principles of Quality Management & Continuous Process Improvement Tools; Metrics & Measurement; Behavior Analysis: Interests, Attitudes, & Values; Behavior & Motivation; Frustration & Adjustment; Perception & Self-Concept; and Time Management
- **Organizational Culture:** Group Dynamics; Conflict Resolution; Team Development; Problem Solving & Decision Making; Interpersonal Communication; Business Ethics; Team Development, Roles, and Responsibilities; and Effective Managerial Communication—Written and Spoken

PROFESSIONAL EMPLOYMENT BACKGROUND AS RELATES TO THIS POSITION

Dean of Academic Instruction

Central Texas College

2021 to Present

Killeen, Texas

Provides transformational leadership to 140 full-time and ~400 online faculty across 14 disciplines at a ~8,000-student open enrollment community college serving the Central Texas region. Supervises 14 department chairs, 3 associate deans, and 2 office assistants. Manages Dual Credit Programs office partnering with two (2) major independent school districts serving ~1,800 high school students enrolled accounting for nearly 5,000 dual credit/STEM/Early College Program/Early College High School enrollments each semester.

- Won Board of Trustee approval: Biology/Office Technology/Graphics & Printing differential tuition; aviation flight fees
- Clarity advocate: partnered with HR to retool faculty contracts, teaching agreements, and faculty compensation policy
- Fought for/won restructured Chancellor-approved faculty downloads; removed arbitrary low-end, high enrollment contact hour course load burden; now rewarding talented high-end, low enrollment science, mathematics, and engineering faculty
- Led Office of Instruction thru reorg; split academic instruction from career technical instruction; improved span of control
- Oversaw \$285,000 TRUE Grant automotive/diesel/welding item purchases; 250 micro-credentials awarded in 120-days

Director of Counseling, Disability, and Retention Services

Del Mar College

2015 to 2021

Corpus Christi, Texas

Led mental health counseling, disability services, and retention services activities at a ~12,000-student open enrollment community college serving the Coastal Bend of Texas. Supervises five (5) licensed professional counselors providing brief collaborative therapy during ~1,200 appointments annually. Supervised three (3) disability services specialists serving ~750 accommodation-seeking students annually. Supervised three (3) retention case managers providing direct intervention services to ~1,200 academic probation/suspension students as they regained good scholastic standing as well as another ~1,200 at-risk students in need of support services identified via a faculty-driven, early-warning alert program.

- Since Fall semester 2015, retooled departmental culture into flagship student success service delivery: Counseling Center appointments +400%; DSO student accommodation requests +71%; DSO student course enrollments +52%; DSO students testing in distraction-reduced environment +101%; within-semester probation/suspension students serviced +262%; faculty-driven early warning intervention requests +1,183%; at-risk students regaining Good Scholastic Standing +12%
- Committee work: Campus Assessment Council (voting); Student Learning Steering Committee (voting); Developmental Education (voting); Academic Standards (ex-officio); Curriculum (ex-officio)
- Additional duties: Behavioral Intervention Team; Student Issues Committee; Title IX investigator

Dean of Academics

Rasmussen College—Appleton Campus

2012 to 2015

Appleton, Wisconsin

Campus Chief Academic Officer; accountable for student learning experience; assessed program/course/student learning outcomes; fostered active teaching/learning via effective, current, and professional classroom instruction; led faculty development; championed Campus-wide efforts to improve student success, graduation rate, and retention efforts; daily engagement of at-risk students; led faculty across Schools of Business, Design, Education, Health Science, Justice, and Technology; led/managed/aligned staff and efforts of Learning Center and Library; ombudsman for faculty and students; formulated and maintained academic standards; formulated class schedule and teaching assignments; Chair, Academic Appeals Committee; led accreditation efforts; managed Test Out program; and served as Campus Accommodations Officer.

- Retooled at-risk student engagement; coached Learning Center Coordinator + tutors; increased at-risk retention 28%
- Increased average class size 64% YoY; combined FLAT + FLEX50 modality; retooled Student Awards Ceremony

Director of Education

Air University – Community College of the Air Force

2000 to 2003

Honolulu, Hawaii

Campus Director (Commandant)

Air University – Community College of the Air Force

1997 to 2000

Tucson, Arizona

Director of Resources / Department Chair / Chief, Faculty Development

Air University – Community College of the Air Force

1993 to 1997

Albuquerque, New Mexico

Faculty (Instructor)

Air University – Community College of the Air Force

1991 to 1993

Kadena Air Base, Okinawa, Japan

Daniel J. Fischer, Ed.D

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