

**Alma Martinez-Egger**

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## **EDUCATION**

2017	Current	National American University, Community College Leadership Doctorate Program
2004	M.S.	University of North Texas, Communication and Human Relation
2001	B.S.	Texas Christian University, Communication and Human Relation, <i>Magna Cum Laude</i>
1999	A.S.	Mountain View College, Arts and Sciences
1986	A.S.	Central Texas College, General Studies

## **ADMINISTRATION & PROFESSIONAL EXPERIENCE**

### **2015—Current Tarrant County College District, Director for Staff Development.**

- Directing Employee Tuition Assistance Program (TAP)
- Providing support for Integrated Instructional/Learning Environments and Learning Commons Principle Launch, Learning Symposium
- Orchestrating District efforts for Safety Training for six campuses.
- Conducting various competency-based customized staff training sessions for six campuses.
- Collaborating with District Diversity & Inclusion office for Diversity & Inclusion training.
- Oversaw District faculty speaker Janet Zadina, Ph.D., Neuroscientist.
- Collaborating with TCC departments developing retreats.
- Responsible for providing personalized soft-skill coaching sessions.
- Initiate and responsible for motivational training sessions as requested.
- Developing, organizing and implementing a comprehensive six-campus plan for TCC Concealed Carry/Campus Carry Educational program.
- Collaborating with Director Faculty Development re-structuring the TCC Travel Fund process.
- Coordinating District efforts for Safety Training.
- Conducting various competency-based customized training sessions.
- Collaborating with District Diversity & Inclusion office for Diversity & Inclusion training.
- Organizing District faculty speakers.

- Collaborating with TCC departments developing retreats.
- Providing personalized coaching sessions.
- Developing faculty eLearning and hybrid Smartsheet course development training
- Lead Team of Tarrant County College, South Campus Leadership Team through strategic planning two-day retreat.
- Explore, evaluate and source external training programs.
- Design staff training solutions to align with TCC mission and Institutional goals.
- Analyze problem areas provide customized training for six campuses.
- Develop faculty training as needed.
- Provide faculty and staff team-building strategies.
- Developed open workspace etiquette training face-to-face sessions.
- Coordinated the development of open workspace, etiquette, training videos.
- Organized and conducted Great Teaching Retreat April 2015.
- Organizing Great Staff Retreat for July 2016.
- Developing Pathways for Supervisory Excellence program.

**2011—2015 Tarrant County College District, Director for Employee Online Learning.**

- Developed an award winning Title IX Educational training program for 50,000 students and 5,000 employees.
- Collaborated with colleagues regarding the web-based comprehensive human solution implementation of Taleo.
- Coordinated adjunct onboarding web-based Taleo efforts.
- Developed curriculum for adjunct faculty professional development.
- Assisted the Associate Vice Chancellor for Human Resources as needed.
- Developed Student Services Academy, a competency based academy for staff. The first in the District.
- Scaled up the Student Services Academy from student support staff to all TCC employees.
- Developed the *7 Habits of Highly Effective People* training program for TCCD.
- Facilitated over 500 employee *7 Habits of Highly Effective People* TCCD training.
- Developed the *7 Habits of Highly Effective Managers* training program for TCCD.
- Facilitated 30 supervisors through the *7 Habits of Highly Effective Managers* TCCD training.
- Assessed organizational needs of TCC South Campus Advisors and Counselors full-day retreat, "*Discovering the Good Life.*"
- Researched and evaluated value of new techniques related to training and development, such as micro learning.
- Provided quarterly professional development, staff attendance reports and satisfaction survey results.
- Researched and recommended a new eLearning platform, Skillsoft, that was 100% cloud-based, mobile learning, affordable, flexible, scalable, and with a strong global presence.
- Responsible for developing yearly compliance training for 5,000 employees.

**2010-2011 Tarrant County College District, Interim Director, Achieving the Dream.**

- Assisted the Vice Chancellor for Student Success and Achieving the Dream.
- Assisted the Vice Chancellor for Academic Affairs and Achieving the Dream.
- Collaborated with administration and faculty by participating on District committees.
- Established the Achieving the Dream strategy teams.
- Developed budget for Achieving the Dream.
- Coordinated Core and Data Team meetings.
- Coordinated Tarrant County College District Achieving the Dream communication efforts.
- Coordinated Community College Survey Student Engagement (CCSSE) for the District.
- Coordinated Survey of Entering Student Engagement (SENSE) for the District.
- Conducted student focus group sessions for Achieving the Dream data.
- Organized, monitored and reported on strategy team progress.

**2009-2011 Tarrant County College District, Assistant Director, Distance Learning**

- Supervised the Curriculum and Training Team.
- Collaborated with administration and faculty by participating on District committees.
- Provided leadership guidance for Distance Learning staff.
- Participated in the budget process.
- Developed and presented “Best Practices” for online curricula.
- Mediate student and/or faculty issues, concerns and grievances.
- Evaluated online courses to assure Chancellor’s Executive Leadership Team Standards of Excellence met.
- Supervised the Distance Learning Technology Team.
- Assisted the Director as needed.
- Evaluated staff members and provide improvement guidance.
- Facilitated in the development of the Distance Learning Call Center.

**2007-2009 Tarrant County College Phi Theta Kappa Advisor**

- Motivated student officers through cooperative learning and other student-directed/process learning techniques to cultivate inclusively and build teamwork and goal-setting skills.
- Designed and developed useful leadership instructional resources.
- Coached students through leadership interactions.
- Mentored student in created two budgets.
- Oversaw two budgets for the students.
- Evaluated students monthly and as needed.
- Mentored student in organizational communication dynamics.

**2002-2004 University of North Texas, Teaching Assistant Supervisor**

- Created new teaching assistant orientation program.
- Coordinated 20 teaching assistant's schedules for communication apprehension lab.
- Developed curriculum for communication apprehension lab.
- Collected data and managed database of student attendance and success rate of communication apprehension lab.
- Performed classroom evaluations of teaching assistants.
- Coached teaching assistants on classroom dynamics.
- Developed curriculum evaluation form.
- Substitute taught for teaching assistants who performed inadequately.
- Managed conflicts between students and teaching assistants.

**TEACHING PROFESSIONAL EXPERIENCE**

**2008-Current Grayson County College**

- Fundamentals of Communication (26 sections)
  - Distance Learning (Blackboard Learn & Canvas)

**2016-Current Mountain View College**

- Public Speaking (5 sections)
  - Online (Blackboard)

**2009-2011 Tarrant County College Trinity River Campus**

- Interpersonal Communication (6 sections)
  - Distance Learning (*LogiCampus*)
- Public Speaking Online (8 sections)
  - Distance Learning

**2004-2016 Tarrant County College Northeast**

- Business and Professional Communication (14 sections)
  - Face-to-Face (Campus Cruiser)
  - Hybrid (Campus Cruiser)
- Fundamentals of Communication (47 sections)
  - Distance Learning (*LogiCampus*)
  - Face-to-Face (Campus Cruiser)
- Interpersonal Communication (1 section)
  - Face-to-Face (Campus Cruiser)
- Public Speaking (1 section)
  - Face-to-Face (Campus Cruiser)
- Forensic Activity (3 sections)

- 2005-2015 Texas Christian University**
- Business and Professional Communication (11 sections)
  - Fundamentals of Communication (4 sections)
    - Face-to-Face (eCollege)
  - Intercultural Communication Writing Emphasis (1 section)
    - Face-to-Face (eCollege)
  - Interviewing (1section)
    - Face-to-Face (Campus Cruiser)
  - Organizational Communication (1 section)
    - Face-to-Face (eCollege)
- 2004-2005 Dallas County Community College, Brookhaven**
- Fundamentals of Communication (Blackboard) (6 sections)
    - Face-to-Face
- 2004-2005 Collin County Community College**
- Fundamentals of Communication (6 sections)
    - Face-to-Face
  - Interpersonal Communication (4 sections)
    - Face-to-Face
  - Public Speaking (2 sections)
    - Face-to-Face
- 2004-2005 Hispanic Institute of Ministry**
- Public Speaking (2 sections)
    - Face-to-Face
- 2002-2004 University of North Texas**
- Fundamentals of Communication (14 sections)
    - Face-to-Face (WebCT)
  - Interpersonal Communication (8 sections)
    - Face-to-Face (WebCT)
  - Nonverbal Communication (1 section)
    - Face-to-Face (WebCT)
  - Public Speaking (3 sections)
    - Face-to-Face (WebCT)

## **PROFESSIONAL ACTIVITIES**

2016—Current Texas Community College Teachers Association, Humanities Chair. 2014—

Current North Texas LEAD, TCCD Volunteer

2012—2016 Community College Humanities Association, Southwestern Division Immediate Past President

2011—2012 Community College Humanities Association, Regional Secretary

2015—Current Community College Humanities Association, TCCD Liaison

2003-Current National Communication Association.

2009-2011 Texas Distance Learning Association

2003-Current Texas Community College Teachers Association

2003—2005 Texas Speech Communication Association, Speech and Drama Section Chair.

2007-Current NISOD Worldwide Consortium

2007-Current Phi Theta Kappa Advisors Association

2007-2009 Phi Theta Kappa International Honor Society, Faculty Advisor

2001-Current Golden Key Honors Society

## **OFFICES/COMMITTEE ASSIGNMENTS IN ORGANIZATIONS**

2016—Current Center for Teaching & Learning Advising and Counseling, Chair. 2014—

Current TCCD Foundation Scholarship Review Committee.

2014—2016 Diversity & Inclusion District Co-Chair.

2014—2016 Student Services Academy Council.

2011—2016 Tarrant County College District, Human Resources Executive Leadership Team.

2011—2016 Tarrant County College District, Taleo Implementation Team.

2011—2014 Tarrant County College District, SACSCOC Leadership Team.

- 2010—2014 Tarrant County College District, Student Success Council. 2010—
- 2014 Tarrant County College District, Plagiarism Committee. 2010—
- 2011 Tarrant County College District, Achieving the Dream, Data Team.
- 2009-2011 Tarrant County College District, Assessment Committee.
- Member of the Technical sub-committee.
- 2009-Current Tarrant County College District, Academic Council.
- Member of the Student Outcomes Assessment Plans (SOAPs) sub-committee.
- 2008-April Distance Learning Strategic Planning Steering Committee retreat held at the Botanic Garden and Distance Learning Work Team.
- 2008-July Distance Learning Strategic Planning Steering Committee Presentation to Dr. Robert Aguero, Vice Chancellor Learning Support Services.
- Reported committee findings.
  - Discussed committee proposals.
- 2008-2009 Tarrant County College, Cornerstone Honors Committee.
- Designed declination letter for students not eligible for the Honors program.
  - Reviewed and evaluated student applications.
- 2008-2009 Tarrant County College Northeast Faculty, Senate Chair.
- Organize faculty schedules for meeting attendance.
  - Reserve room for meetings.
  - Conduct meetings utilizing Robert's Rules of Order.
  - Schedule guest speakers.
  - Attend President's Council monthly meetings.
  - Orient new Faculty Senate members.
  - Mentor new Faculty Senate members.
  - Explore faculty issues for discussion.
  - Coordinate discussion of faculty issues.
  - Attend *District* Faculty Senate meetings.
- 2008-2009 Tarrant County College Northeast Humanities Dean Hiring Committee.
- Reviewed applicant resumes.
  - Interviewed applicants.
    - Discussed pros and cons of each qualified candidate.
- 2008-2009 Tarrant County College Northeast, President's Council meeting.
- Represent faculty and issues discussed in Faculty Senate meetings.
  - Provide feedback.

- 2008-2009 Phi Theta Kappa, Phi Tau Officer Team, District II Vice President.
- Monitor that the officer team functions within the policies and procedures of the International office of Phi Theta Kappa.
  - Monitor that the officer team functions within the policies and procedures of Tarrant County College.
  - Monitor that the officer team functions within the policies and procedure of the Student Activity department.
  - Mentor students in writing policies and procedures as necessary for the Phi Tau chapter.
- 2008-2009 Tarrant County College Northeast Faculty Senate Secretary.
- Recorded minutes during monthly meetings.
  - Distributed minutes to members online and in meetings.
- 2005-2006 Tarrant County College President's First Week Back Committee.
- 2007-Current Distance Learning Strategic Planning Steering Committee, recommended by Dr. Larry Darlage, Northeast Campus College President.
- 2007-Current Distance Learning Strategic Planning Steering Committee, survey response analyzer and reporter for the committee.
- Analyzed and compiled data into Excel report.
  - Distributed report.
- 2007--July Distance Learning Assistant Director of Distance Learning Hiring Committee.
- Reviewed applicant resumes.
  - Interviewed applicants.
  - Discussed candidate qualifications.
- 2006-2007 Tarrant County College NBSS Building Committee.
- Problem-solved building structure difficulties.
  - Suggested possibilities for building enhancement.
  - Reported to Campus President.
- 2005-2007 Tarrant County College Northeast, Forensic Speech and Debate Co-Coach.
- Established performance requirements.
  - Enforced academic requirements.
  - Organized debate trips in accordance with TCC District policy and regulations.
  - Maintained high integrity and reputation of TCC in the forensic community. by reaching and modeling integrity, commitment, and diligence.
  - Ensured student safety by adhering to traveling regulations.
  - Mentored students in debate and research strategies.
  - Created an environment conducive to student learning.



- Provided education regarding Lincoln/Douglas Debate, Cross-Examination Team Debate, Extemporaneous Speaking, Interpretation, and Public Form Speaking.

## HONORS

- It's Time Texas challenge for the Metro Colleges, Tarrant County College, 1<sup>st</sup> Place, 2016.
- FitWorth, City's Corporate Cup Challenge, Tarrant County College, 1<sup>st</sup> Place.
- Community College Humanities Association, Exemplary Leadership Award, 2015.
- Chancellor's Excellence Award for Dedication to Forward Thinking, 2015.
- CUPA-HR National Excellence Award, 2016.
- CUPA-HR Regional Excellence Award, 2016.
- Brandon Hall Group, HCM Excellence Awards, Gold Award, Excellence in Learning, 2015.
- Brandon Hall Group, HCM Excellence Awards, Bronze Award, Excellence in Learning, Best Unique & Development Program, 2015.
- Brandon Hall Group, HCM Excellence Awards, Silver Award in Learning, Best Advance in Compliance Training, 2015.
- Brandon Hall Group, HCM Excellence Awards, Silver Award in Learning, Best Use of Mobile Learning, 2015.
- NASPA Excellence Award 2015 Bronze Award Winner for Student Empower: Non-Residential.
- Community College Humanities Association, Southwestern Division, Distinguished Service Award, 2012.
- Phi Theta Kappa Academic Advisor Award, April, 2009.
- Phi Theta Kappa Hall of Honor for Chief Executive Officers, April 2008.
- Phi Theta Kappa Hallmark Service Award, April, 2008.
- Phi Theta Kappa Top 100 Chapters Award, April 2008.
- Phi Theta Kappa Top Texas Chapter, April 2008.
- Phi Theta Kappa Five Star Award, April 2008.
- University of North Texas Communication Studies Volunteer Award, May 2003.
- University of North Texas Who's Who Among University Graduate Students, May 2003.
- Texas Christian University Senior Achievement Award, May 2001.
- Texas Christian University Dean's List of Academic Achievement, May 2001.
- Texas Christian University Faculty Transfer Scholarship, May 1999.
- Coke Cola Hispanic Scholarship recipient, May 1999.
- Ronald E. McNair Scholarship recipient at Texas Christian University, May 1999.
- Recipient of the Texas All-State USA Academic First Team Award Winner, 1999.

## **PUBLICATION/RESEARCH**

Published 2007 Martinez-Egger, A., & Powers, W. (2007): Student Respect for a Teacher: Measurement and Relationships to Teacher Credibility and. *Human Communication, 10(2)*, 145-155. Retrieved from Pacific and Asian Communication Association Web site: <http://www.uab.edu/Communicationstudies/humancommunication/egger.pdf>

Researcher and writer for Dr. Cheryl Hamilton's *Essentials of Public Speaking* textbook (2006-Current).

Researcher and writer for Dr. Cheryl Hamilton's *Communicating for Results: A Guide for Business and the Professions*. (2006-Current).

Researcher and test bank writer for Allyn and Bacon communication textbooks (2006-2008)

Digital Media Author for Dr. Joseph Devito's *Interpersonal Communication* textbook (2005)

## **CONFERENCE PAPERS and Presentations**

Presented October 2016 at the Tarrant County College Northeast/Northwest Campus, Innovation Forum Sponsored, Keynote Speech: "3M Style of Future Success."

Presented March 2016 at the Tarrant County College Southeast Campus, Innovation Forum Sponsored, Keynote Speech: "3M Style of Future Success." <http://collegian.tccd.edu/?p=30808>

Presented March 2016 at the Tarrant County College South Campus, Innovation Forum Sponsored, Keynote Speech: "3M Style of Future Success."

Presented June 2016 at the TCC South Campus Student Services Retreat: "Professionalism in the Workplace."

Presented September 2016 at the CUPA-HR Annual Conference: Beyond a "Check the VAWA Box" Mentality: Making Real Cultural Change."

Presented May 2015 at NISOD: "Developing a Student Services Competency-Based Learning Framework: Student Services Academy."

Published November 2015 Workplace Answers website, "Encouraging a safe and proactive student community across multiple campuses" collaborative case study.

Presented February 2015 at Achieving the Dream Conference: "Reflection to Action: Competency-Based Professional Development with Franklin Covey."

Presented February 2014 at the Tarrant County College Northeast Campus, Student Success Seminar: "The 7 Habits of Highly Connected Social Media Users." <https://collegian.tccd.edu/?p=19837>

Presented December 2011 at the Tarrant County College Trinity River Campus, Phi Theta Kappa, Keynote Speech: "Exuberance!"

Presented May 2011 at the Tarrant County College South Campus, Math and Science Division, Speech: "Commitment Cup and Student Success."

Presented April 2011 at the Tarrant County College South Campus, Financial Aid, Achieving the Dream: "Communication and You."

Presented May 2011 at the Tarrant County College Northeast Campus, Phi Theta Kappa, Keynote Speech: "Democratization of Information: You Click it, You Democratized it."

Presented May 2011 at the Tarrant County College South Campus Math and Business Professional Development: "Course Management Strategies."

Presented November 2010 at the Tarrant County College South Campus Math and Business Professional Development Day: "Achieving the Dream."

Presented January 2010 at the Tarrant County College South Campus: "Distance Learning and the Smarter Measure Assessment Tool."

Presented January 2010 at the Tarrant County College District Faculty Conference: "Pedagogy, Technology, and Curriculum."

Presented January 2010 at the Tarrant County College District Faculty Conference: "Developing and Teaching Hybrid Courses."

Presented January 2010 at the Tarrant County College Northeast Campus Faculty Sessions: "Faculty Movement into Administration."

Presented August 2009 at the Tarrant County College South Campus Faculty Sessions: "Center for Distance Learning Online Boot Camp."

Presented May 2009 at the NISOD Convention: Teaching Hybrid College Classes, "Less Clicks and More Tricks for Hybrid Courses."

Presented April 2009 at the Texas Distance Learning Association Conference, "Tame and Retain eLearning Students with Technology Engaging Curriculum."

Presenting November 2008 at the North Texas Technology Conference: "Click for Credit: Innovative Approaches to Distance Learning."

Presenting October 2008 at the Phi Theta Kappa Leadership Conference: "Conflict Management for Leadership Teams."

Presented May 2008 at the NISOD Convention: Teaching Hybrid College Classes, "Clicks and Tricks for Hybrid Courses."

Presented June 2008 at the Phi Theta Kappa Conference: "Paradox of Affluence: Choices, Challenges and Consequences of Family Life."

Presented August 2007 at the Tarrant County College seminars: Taboo Topics for Classroom Discussion.

Presented May 2007 at the NISOD Convention: "Buddy Blogging a Pedagogical Phenomenon."

Presented February 2006 at the Texas Community College Teachers Association: "Click of Speech Credit: Innovative Approaches to Distance Learning."

Defended thesis July 2004 at the University of North Texas: "Respect is active like an organism that is not only cumulative but has a very personal effect": A Grounded Theory Methodology of a respect communication model in the college classroom.

Presented November 2003 at the National Communication Association Convention: Health Care Workers' Burnout Stories.

Presented October 2003 at the Texas Speech Communication Association: Thatcher's Relational Continuum.

Presented November 2002 at the National Communication Association Convention: Student Respect for a Teacher: Measurement and Relationships to Teacher Credibility and Classroom Behavior Perceptions.

Presented March 2002 at the University of North Texas Graduate Research Convention: Students' Perceptions about Teachers.

Presented October 2001 at the Trio Program Student Study Presentation meeting: Student Respect for Teacher.