A career that changes lives.
Yours included.

Careers at Columbus State Community College
Our Mission
To educate and inspire, providing our students with the opportunity to achieve their goals.

Our Vision
Columbus State Community College is Central Ohio’s front door to higher education and a leader in advancing our region’s prosperity.

Our Values

Student Success
We welcome and engage all students in creating individualized, accessible, and mutually accountable pathways that allow them to pursue their goals.

Inclusion
We reflect the demographics of Central Ohio, and we leverage the College’s rich diversity for the benefit of our local and global communities.

Quality
We expect excellence and accountability in ourselves and our students.

Innovation
We embrace bold ideas and an entrepreneurial spirit, and we are responsive to the changing needs of students, employers, and other stakeholders.

Learning
We are a community of teachers and learners who believe that fulfilling lives are grounded in self-awareness and continuous learning.

Partnership
We recognize that more can be accomplished collaboratively than individually, and we seek like-minded partners to advance our shared goals.

Stewardship
We are careful and thoughtful stewards of the resources entrusted to us.

Leadership
We lead by action and example to help our community pursue opportunities and address the challenges of the 21st century.
The people who succeed here have a heart for the world.

Everyone who works at Columbus State plays a part in helping students transform their lives. The employees who succeed here take the success of students personally. The work we do is intentional and meaningful, and you will hear this in the employee voices throughout this brochure. We care deeply about our students, our community, and each other, and it shows.

When you join Columbus State, you become a part of a mission-centered institution that requires and rewards hard work. It’s a place where employees are expected to embrace change and shift responsibilities to adapt to an evolving community and workforce. The diversity of our employees reflects the diversity of our students and region. All of these reasons make the work we do at Columbus State uniquely rewarding.

Along with competitive compensation and benefits, you’ll also have professional development opportunities. We strive to grow our own leaders to enable us to promote from within whenever possible.

The common denominator in our culture is talent, and we want more of it. If that sounds like a match for you, you may have a place here. Thank you for your interest in learning more about us.

Sincerely,

David T. Harrison, Ph.D.
President,
Columbus State Community College
Work That Inspires and Impacts Lives

Columbus State educates and empowers students, and works to advance the entire region.

Helping Students Succeed
Columbus State enrolls students from all backgrounds. Some of them want to improve their career prospects with an associate degree or certificate, while others plan to transfer and earn a bachelor’s degree after attending Columbus State. No matter what their goals are, we help them get there.

Investing in the Community
At Columbus State, there are plenty of opportunities to do work that addresses pressing social issues in our community and the nation. From volunteering to help those in need on our Day of Service to participating in Courageous Conversations, employees can have a positive influence on issues they’re passionate about.

Columbus State opened Student Central in 2016 so that students can easily get assistance with registration, financial aid, IDs, and more all in one place.

“Me Too” founder Tarana Burke visited Columbus State as part of the Courageous Conversations series focused on empowering women.
Building the Workforce of Tomorrow

Columbus State is a trusted business partner for employers in the region. The College has a Workforce Advisory Council composed of business leaders from target industries in our region. We’ve also worked with companies including Honda, Amazon, and Apple to develop innovative programs in fields such as modern manufacturing and IT. Columbus State graduates are well-prepared to fill the needs of these growing industries, where qualified workers are in short supply.

Assistant Professor Bo Riley works with a student in the computer lab.

The Modern Manufacturing Work Study program allows Columbus State students to get hands-on experience at companies like Honda.

Assistant Professor Eric Kenz teaching with an anatomy iBook he produced.

Commencement is a celebration for students at Columbus State.
What brought you to Columbus State?
I was looking for a career transition, and people kept recommending Columbus State. I started here as the program coordinator for Student Conduct and advanced to senior director within a few years.

How would you describe your role at the College?
Columbus State has offered me a platform to use my skills to bring out the best in our students. When I was first hired, I was told I have a very important role at the College. I realized I have the power to help people, and this reshaped my thoughts about my work.

Terrence Brooks
Senior Director for Student Engagement, Leadership, and Inclusion

“I bring student voices to the table. That’s what makes my work meaningful.”
I need to be in a place where teaching is at the center of what I do, and that place is Columbus State.

Beth Barnett
Professor in Developmental Mathematics

How would you describe the work culture?
Helping students is our number-one shared goal and purpose. Even when we don’t see things the same way, we’re all coming from the same place and that fills the room with respect. It’s also a caring environment. I’ve always felt supported here.

What do you enjoy most about your job?
I love being with my students — it’s my favorite part of the day! Every class is different, and there are students you’ll always remember. I had a student during my first year whose own family put her down for going to school. I believe I helped her stay and feel proud of herself. She stuck it out and got her degree so she could better her life and set an example for her son.
Leading by Example

Columbus State is keeping higher education affordable and relevant in a changing economy.

A National Leader

Of 1,200 American community colleges, Columbus State is the only institution in the nation to earn three key distinctions for its work to help students start strong, stay on course, and graduate with great outcomes.

Guided Pathways

Columbus State is one of 30 colleges selected by the American Association of Community Colleges (AACC) to develop next-generation academic and career pathways designed to ensure gains in completion of both two- and four-year degrees as well as greater marketability for graduates.

Achieving the Dream Leader College

Two hundred of the nation’s 1,200 community colleges are members of the Achieving the Dream (AtD) network. In 2015, Columbus State was one of 19 AtD colleges awarded Leader status for its commitment to improving student success and closing achievement gaps among historically at-risk students.

The Right Signals Initiative

Right Signals, supported by a grant from the Lumina Foundation, has identified Columbus State as one of 20 colleges entrusted with developing a new credentialing model to more clearly articulate graduate credentials and capabilities to employers.
A Commitment to Affordability

Today, 44.2 million Americans owe $1.48 trillion in student loan debt. Columbus State offers students — including bachelor’s degree-bound students — another way. Thanks to low annual tuition and financial aid options, many of our students take on zero student loan debt. Many go on to one of our nine regional university partners who offer guaranteed admission and credit transfer to Columbus State graduates. In addition, faculty have found creative ways to reduce textbook costs, saving students nearly $5 million over the past four years, and more than 5,000 middle- and high-school students took Columbus State classes at no cost to their families through Ohio’s College Credit Plus program.

The Central Ohio Compact

Columbus State convenes the Central Ohio Compact, a regional strategy focused on developing a talented workforce that can meet evolving employer needs. Launched in 2011, the Compact brings together K-12 districts, higher education institutions, employers, and other stakeholders to achieve the mission of increasing the number of Central Ohioans with a post-secondary degree to 65 percent by 2025.

College Credit Plus student David Hamad earned his associate degree from Columbus State at only 15.

Columbus State President David Harrison was one of four witnesses invited to share expertise at a U.S. Congressional hearing in 2017 titled “A Record Six Million U.S. Job Vacancies: Reasons and Remedies.”
James Taylor, chair of the College’s hospitality programs, received the prestigious Hermann G. Rusch Chef’s Achievement Award from the American Culinary Federation in 2016. The award honors chefs who have demonstrated the highest level of commitment to the ACF and the culinary profession.
Columbus State Police Chief Sean Asbury was awarded the Michael J. Kelly Excellence and Innovation in Policing Award by The Ohio Association of Chiefs of Police in 2018.

The most diverse college in Central Ohio

We serve students from all backgrounds and seek to cultivate an equally diverse workforce. In addition, Columbus State has many employees with decades of service who work alongside new hires to share knowledge and experience.
An Engaging, Supportive Work Culture

Events and resources for Columbus State employees.

Connect
Employee Resource Groups (ERGs) allow members to connect with other employees who share similar interests and a common bond or background. These employee-led groups are designed to meet the unique needs of each affinity or identity and aid in fostering a diverse, inclusive workplace aligned with the College’s mission and values. Columbus State has groups for employees who identify as African American, women, LGBTQ, disabled, aspiring leaders, single parents and guardians, and caregivers.

Learn
Human Resources provides a variety of professional development opportunities throughout the year, hosted in-person and online. And each spring, Columbus State hosts a full day of workshops during In-Service Day. Offices are closed and classes are not held for In-Service, so that all College employees have the opportunity to enhance their knowledge and learn more about the College’s newest initiatives.

Every year, the College highlights its Delaware Campus during Delaware Day.

The library on the Columbus Campus is a resource for both students and staff.
**Volunteer**

Every fall, Columbus State takes a day to give back to the wider Central Ohio community. All full-time and part-time employees are encouraged to participate at one of more than 50 volunteer sites. The College also encourages employees to get involved with students on campus year-round by volunteering at events, joining a mentorship program, and more.

**Eat**

On campus, employees can dine at the Union Cafe food court, Sips Café, Subway, or grab a bite to eat at a food truck. Employees can also enjoy lunch at Christopher’s Restaurant, a student-run restaurant that is open to the public. Or, stop at The Hills Market or The Roosevelt Coffeehouse, both which are a quick walk or drive from campus.

**Get Fit**

Facilities in the College’s gym include a weight room and courts for basketball and volleyball. Free wellness classes such as yoga, Pilates, Zumba, spinning, and self-defense are also offered.

**Be Recognized**

In addition to the Staff Employee of the Month, the College recognizes and rewards excellence at the annual Quality Awards ceremony. Categories include Distinguished Teaching Awards, Distinguished Full Professor Awards, Staff Employee of the Year, and Team Awards that recognize employee teams for process improvements and quality initiatives that benefit Columbus State and its students.

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What attracted you to Columbus State?

I was an education lawyer, so I was familiar with the industry, but I wanted to have a more direct impact on the lives of students. Once I got here, I was pleasantly surprised by the high regard for helping people one-on-one. It’s a people-first environment.

What are the opportunities for career growth here?

You can become whomever you’d like to become here. I started as Chief of Staff, but then opportunities presented themselves that were a stretch. There’s no shortage of those kinds of opportunities to grow because we’re trying to transform the College.

We’re doing such transformational work at the College — it’s breathtaking.

Kimberly Hall
Senior Vice President, Administration and General Counsel
Every day, I get to come to work and help somebody. That’s what keeps me going.

Fred Douglas
Police Department dispatcher

How would you describe the work culture at Columbus State?
Even though it’s a big school, it’s easy to make connections with people. I look at Columbus State as a team. In the Police Department we’re a team, but we also work with other departments across campus and we all help each other.

What do you enjoy about your job?
Sometimes it’s the small things that help students the most. For example, if someone needs help jump-starting their car, we do that. It may be small, but it’s big to them in the moment. The services we offer can change somebody’s day and their outlook on going to school here.
# Employee Benefits

Columbus State offers a wide range of benefits to help employees develop a fulfilling career and a balanced life.

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<th>Promoting a Fulfilling Career</th>
<th>Creating a Balanced Life</th>
<th>Even More Perks</th>
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<td><strong>Professional Development</strong></td>
<td><strong>Comprehensive Insurance Coverage</strong></td>
<td><strong>Employee Discounts</strong></td>
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<tr>
<td>The Human Resources department provides opportunities for employees to enhance their skills and explore their career path through on-campus workshops and other professional development resources.</td>
<td>Columbus State offers affordable medical, vision, dental, and life insurance for qualifying employees.</td>
<td>Columbus State employees are eligible for discounted Microsoft software, discounts through Verizon, T-Mobile, AT&amp;T and Sprint, and a 10 percent discount at the campus bookstore.</td>
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<td><strong>Columbus State Tuition Fee Waivers</strong></td>
<td><strong>Paid Time Off</strong></td>
<td><strong>Employee Assistance Program</strong></td>
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<td>After 90 days of employment, the College will waive instructional fees for full-time employees who take credit-granting classes at Columbus State. Part-time employees get prorated waivers.</td>
<td>Full-time employees receive paid sick and vacation days, as well as 12 paid holidays and a winter break (the week between Christmas and New Year’s Day).</td>
<td>The Columbus State Employee Assistance Program allows many employees to access free confidential mental health, financial, and legal counseling services.</td>
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<tr>
<td><strong>Columbus State Tuition Fee Waivers for Dependents</strong></td>
<td><strong>Employee Assistance Program</strong></td>
<td><strong>Sabbatical Leave</strong></td>
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<tr>
<td>After six months of employment, the dependents of full-time employees who take credit-granting classes at Columbus State receive a 75 percent waiver of instructional fees.</td>
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<td>Sabbatical leave gives faculty and other qualifying employees the opportunity to pursue professional development and growth while improving the quality of education and student services.</td>
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<td><strong>Tuition Reimbursement for Bachelor’s, Master’s, or Doctoral Degrees</strong></td>
<td><strong>Retirement</strong></td>
<td><strong>Wellness</strong></td>
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<td>After one year of employment, full-time employees may be reimbursed for courses at accredited institutions offering bachelor’s, master’s or doctoral degrees.</td>
<td>Full-time employees have the choice of a state pension plan (School Employees Retirement System or State Teachers Retirement System) or the Alternative Retirement Plan (ARP) that is managed like a 401k plan. Non-faculty are enrolled in SERS. Faculty and Adjunct instructors are enrolled in STRS.</td>
<td>Columbus State offers wellness programming, free fitness center access, and discounted massages through the College’s Massage Therapy program.</td>
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<td><strong>Sabbatical Leave</strong></td>
<td><strong>Free Parking</strong></td>
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<td><strong>Sabbatical Leave</strong></td>
<td><strong>Wellness</strong></td>
<td>Free parking is available to all non-student employees in any of the parking lots and the garage on campus.</td>
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130+ countries represented in our student body

27,000+ students
Beyond Campus

Columbus is a big city with small-town approachability.

The Hills Market is a locally owned specialty grocery store within walking distance of the Columbus Campus.

Huntington Park in the Arena District is home to the Columbus Clippers baseball team.
Fast Facts about Columbus:

- 14th-largest city in the U.S., right behind San Francisco
- Recipient of the U.S. Department of Transportation’s $50 million Smart City grant to develop intelligent transportation systems
- Excellent public schools, 140 private secondary institutions, and 54 higher education campuses
- Received a perfect score on the Human Rights Campaign Foundation’s Municipal Equality Index in 2017 for its LGBTQ-friendly policies
- Provides strong support for immigrants and refugees through the New Americans Initiative
- The Discovery District has great coffee shops, a brewery, and a gourmet market within walking distance of Columbus State
- World-class arts organizations include BalletMet, Opera Columbus, and the Columbus Symphony
- Award-winning library system with 23 branch locations

The Columbus Campus is located in the downtown Discovery District, not far from the Columbus Museum of Art and the main branch of the Columbus Metropolitan Library. A robust economy, strengthened by the city’s collaborative spirit, has helped Columbus become one of the fastest-growing cities in the nation. Start exploring, and you’ll find sophisticated arts and entertainment, an ever-growing restaurant scene, collegiate and pro sports, and more fashion designers than any other city outside of New York and Los Angeles. Still, Columbus remains affordable for young professionals and families, with a diverse array of welcoming neighborhoods. The bottom line? Columbus is a great place to live, work, play, and raise a family.

Visitors wander the galleries at the Columbus Museum of Art.
The Short North Arts District is a popular dining and entertainment destination.

The Columbus Pride Parade draws roughly 500,000 attendees every year.
10 Reasons Why Columbus State is a Great Place to Work
**Why work at Columbus State? No one could put it better than our employees, so we asked them to share some of the reasons they enjoy working here. Here’s what they had to say.**

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<td><strong>1</strong></td>
<td>“The best part of working here is knowing that you’re making a difference in student’s lives.”</td>
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<td><strong>2</strong></td>
<td>“I’m able to find balance here. I found out that it’s okay to take time off to recharge.”</td>
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<td><strong>3</strong></td>
<td>“I’m encouraged to give back through volunteering and mentoring, and there are a lot of different ways to get involved outside of my department.”</td>
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<td><strong>4</strong></td>
<td>“I love the diversity. Differences are appreciated and embraced here.”</td>
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<td><strong>5</strong></td>
<td>“Columbus State has helped me maintain my membership in professional organizations and encourages me to present at conferences.”</td>
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<td><strong>6</strong></td>
<td>“The winter break is wonderful, and you’re not behind on work when you get back because we all get the time off.”</td>
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<td><strong>7</strong></td>
<td>“Columbus State is willing to explore what you bring to the table. I have people at all levels asking for my input and opinion.”</td>
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<td><strong>8</strong></td>
<td>“We’re like one big work family — you always know who to call for help.”</td>
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<td><strong>9</strong></td>
<td>“$10 massages at the Massage Therapy Student Clinic.”</td>
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<tr>
<td><strong>10</strong></td>
<td>“The mission means a lot to me. I like knowing the College is doing good.”</td>
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Columbus State Community College

Locations

In addition to its campuses in downtown Columbus and Delaware, Columbus State has Regional Learning Centers conveniently located throughout Central Ohio.
To find and apply for jobs at Columbus State, visit jobs.cscc.edu

If you have any questions, email humanres@cscc.edu or call (614) 287-2408