

## DR. MARY C. CLEMENT

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EDUCATION

- 1988-1991 University of Illinois at Urbana-Champaign  
 Doctor of Education, Curriculum and Instruction  
 Included coursework in Higher Education Administration  
 Dissertation: A Study of Community College Transfer Students in  
 Secondary Teacher Education
- 1987-1988 Illinois State University at Normal  
 Master of Arts in Spanish Language and Literature.  
 Included one summer at the Language School, Middlebury College, Vermont
- 1975-1979 University of Illinois at Urbana-Champaign  
 Bachelor of Arts, Cum Laude  
 Spanish major, French minor, with Teacher Certification  
 Junior year abroad at the University of Barcelona, Spain

PRESENT POSITION

- 1997 - School of Education, Berry College, Mt. Berry, Georgia  
 Tenured, 2003; Promoted to full professor, 2009

Administrative duties: One course release for Director, Center for Teaching  
 Excellence, 2009 – 2017

Taught monthly seminars for new faculty  
 Provided professional development seminars for all faculty  
 Observed classes of new and continuing faculty, providing feedback  
 Led an annual faculty book study  
 Reviewed best practice in hiring with search committees

Director of Field Experiences and Student Teaching, 1997-1999  
 Responsible for placement and evaluation of 400 field experience students and  
 100 student teachers annually.  
 Chaired the Committee for Admissions and Certification in Teacher Education.  
 Supervised program assistant and student worker.  
 Hired, provided orientation, and evaluated adjunct student teaching supervisors.

Teaching: 1997 – present (500-, 600-, and 700-level courses are graduate courses)  
 BCC 100, Freshman Orientation to College  
 Education 102, Orientation to Education  
 Education 222, Explorations in a Diverse Culture (taught in Costa Rica)  
 Education 205/206, Foundations of Education and Psychology  
 Education 302/504, High School Curriculum and Field-based Practicum  
 Education 380, Curriculum and Methods for Secondary Education  
 FLA 400, Foreign Language Methods  
 Education 401/501, 376 Middle Grades Methods and Materials

Education 405 / 505, Instructional Management  
 Education 499 /599, Seminar for Student Teachers  
 Education 603, Curriculum Theory (M. Ed.)  
 Education 605, Field-based Practicum (post-baccalaureate teacher cert.)  
 Education 642, Advanced Instructional Management  
 Education 629, Spanish for Teachers  
 Education 707, Design and Evaluation of Curriculum and Programming (Ed.S.)  
 Education 7xx, Models of Teaching  
 Education 711, Supervision and Mentoring (Ed. S.)  
 Supervise ECE, MG, foreign language, and secondary English student teachers.  
 Advise 15-30 undergraduate students annually.  
 Served on Master's/ED S oral exam committees annually, 1998-2017.

### PROFESSIONAL EXPERIENCE

1991-1997 Administrator and Coordinator, Beginning Teacher Program  
 Eastern Illinois University, Charleston

Established and taught seminars for beginning teachers in school districts and regionally (both graduate credit and non-credit, 50-60 annually)

Trained mentor teachers; conducted research related to the program.

Advisor to post-baccalaureate teacher certification students, 1993-1997.

Evaluated student transcripts, advised students, coordinated students' coursework between the College of Education and three other university colleges, completed certification checks on students.

Liaison for Eastern Illinois University to the Mattoon Chamber of Commerce for their High School Mentoring Program, 1994-1997.

Secured grant funding for the program, provided mentor training to business and professional leaders, organized breakfast meetings, evaluated program.

1988-1991 Supervisor of secondary pre-student teachers and student teachers  
 University of Illinois at Urbana-Champaign

1987-1988 Instructor of Spanish  
 Illinois State University

1979-1987 Teacher of Spanish and French,  
 Monticello High School, Monticello, IL  
 Taught six classes daily, worked with French and Spanish Clubs,

Student Council, served

### RELATED PROFESSIONAL EXPERIENCE

2008- 2016 Kappa Delta Pi, International Honor Society in Education  
 President, 2012-14; eight years on the executive board  
 Lead three annual on-site board meetings and monthly online meetings  
 Fiduciary oversight of a 2.5 million working budget and 3 million foundation budget

Consultant/ Workshop Presenter, 2004-present. Programs for colleges, school districts, and regional offices of education in several states on hiring and inducting new faculty.

## PUBLICATIONS

### BOOKS:

Clement, M. C. (2018). *What successful teachers do: A dozen strategies to increase student achievement*. Lanham, MD: Rowman and Littlefield. Fdo90

Clement, M. C. (2016). *Retaining effective teachers: A guide to hiring, induction, and support*. Lanham, MD: Rowman and Littlefield.

Clement, M. C. (2015). *10 steps for hiring effective teachers*. Thousand Oaks, CA: Corwin Press.

Clement, M. C. (2013). *Get a teaching job now: A step-by-step guide*. Lanham, MD: Rowman and Littlefield.

Clement, M. C. (2011). *The mentor program kit*. Alexandria, VA: Educational Research Service.

Clement, M. C. & Wilkins, E. A. (2011). *The induction connection: Facilitating new teacher success*. Indianapolis, IN: Kappa Delta Pi.

Clement, M. C. (2010) *First time in the college classroom*. Lanham, MD: Rowman and Littlefield.

Clement, M. C. (2008). *How to interview, hire, and retain high-quality new teachers* (2<sup>nd</sup> ed.) Educational Research Service and NAESP: Alexandria, VA. (135 pages)

Clement, M. C. (2008). *Recruiting and hiring effective teachers: A behavior-based approach*. Arlington, VA: Educational Research Service. (143 pages)

Clement, M. C. (2007). *The definitive guide to getting a teaching job*. Lanham, MD: Rowman and Littlefield. (125 pages)

Clement, M. C. (2005). *The first time in the high school classroom: Essential guide for the new teacher*. Lanham, MD: Scarecrow Education Press. (197 pages)

Clement, M. C. (2010, 2<sup>nd</sup> ed., 2003). *The ABC's of job-hunting for teachers*. Indianapolis, IN: Kappa Delta Pi. (89 pages)

Clement, M. C. (2002). *So you want to be a teacher?* Lanham, MD: Scarecrow Education Press. (115 pages).

Clement, M. C. (2000). *Building the best faculty: Strategies for hiring and supporting new teachers*. Lanham, MD: Scarecrow/Technomic (152 pages).

## BOOKLETS:

Clement, M. C. (2003). *But high school teaching is different! Success strategies for new secondary teachers*. Washington, DC: National Education Association. (71 pages).

Clement, M. C., Protheroe, N., and D'Amico, J. (2000). *How to interview, hire, and retain high-quality new teachers*. Arlington, VA: Educational Research Service. (64 pages).

Clement, M.C. (1997). *Put your oxygen mask on first ...and other strategies for succeeding as a teacher*. Virginia Beach, VA: Teachers' Little Secrets (117 pgs).

Clement, M. C. (1997) *Bright ideas: A pocket mentor for beginning teachers*. Washington, DC: National Education Association (56 pgs).

## MONOGRAPHS / WHITE PAPERS:

Clement, M. C. (2011). *Ten Ways to Engage Your Students on the First Day of Class*. (41 pages). Madison, WI: Magna Publications.

Clement, M. C. (2007). *Retention begins with hiring: Behavior-based interviewing*. May/June edition of the Edge monograph series from Phi Delta Kappa International, Bloomington, IN. (20 pages)

Clement, M. C. (2001). *The Informed Educator Series: Finding and keeping high-quality teachers*. Arlington, VA: Educational Research Service.

## CHAPTERS:

Clement, M. C. (2020). Start positive, professional conversations with your questions. In A. M. Quinzio-Zafran & E. A. Wilkins, eds. *The New Teacher's Guide to Overcoming Common Challenges*. Taylor & Francis/Routledge.

Clement, M.C. (2013). Ten things to make the first day (and the rest) of the semester successful. *Teaching Strategies for the College Classroom: A Collection of Faculty Articles*. Madison WI: Magna Publications. (A re-print of the article from the *Teaching Professor*)

Clement, M. C. & Whatley, K. (2013). Friendly but not their friend. *Teaching Strategies for the College Classroom: A Collection of Faculty Articles*. Madison WI: Magna Publications. (A re-print of the article from the *Teaching Professor*)

Clement, M. C. (2008 and 2004). Undergraduate study of secondary education. *The College Board book of majors*. New York: The College Board.

Clement, M. C., Enz, B. J., and Pawlas, G. (1999) The apprentice teacher. In Wolfe, M.P., Steffy, B., Pasch, S., and Enz, B. J. (eds.) *The life cycle of the career teacher*. Thousand Oaks, CA: Corwin (44-59).

## BOOK REVIEWS/FOREWORD:

Clement, M. C. (2013). Foreword, in M. L. Kysilka and O. L. Davis (eds.) *Schooling for tomorrow's America*. Charlotte, NC: Information Age.

Clement, M. C. (, July 19, 2013). Review of Corporate to Classroom: A career-switcher's guide to teaching. *Teachers College Record*.

Clement, M. C. (Sept. 2010). Review of On Course: A week-by-week guide to your first semester of college teaching. *Teachers College Record*.

#### ARTICLES IN REFEREED JOURNALS, National/International:

Clement, M. C. & Cochran, J. (2020). A sharp contrast: First-year teachers with and without teacher preparation. *The Delta Kappa Gamma Bulletin: International Journal for Professional Educators*, 87(1), 51-56.

Clement, M. C. (2019). Successful student teaching: Tips and checklists for stakeholders. *Kappa Delta Pi Record* 55, 52-56.

Clement, M. C. (2017). Why combatting teacher stress is everyone's job. *Clearinghouse*. 1-4.

Clement, M. C. (2016). Early-career teachers in Chinese Christian schools: *The Delta Kappa Gamma Bulletin: International Journal for Professional Educators*, 82(5), 20-23.

Clement, M. C. (Spring, 2014). Purposeful professional communication by teacher educators: Helping candidates get jobs. *The Delta Kappa Gamma Bulletin: International Journal for Professional Educators*, 80(3), 28-33.

Clement, M. C. (April, 2013). Hiring good colleagues: What you need to know about interviewing teachers. *The Clearing House* 86: 99-102.

Clement, M. C. (Summer, 2012). Online teacher recruitment: An interview with two pioneers. *The Delta Kappa Gamma Bulletin*, 78(4), pages 30-33.

Clement, M. C. (2010). Preparing teachers for classroom management: The teacher educator's role. *The Delta Kappa Gamma Bulletin*, 77(1), pages 41-44.

Wakefield, D., & Clement, M. C. (2009). An enduring commitment: Taking independent teacher preparation to the next level. *AILACTE Monograph 2008: Liberal Arts Education and Teacher Education: A lasting relationship*.

Clement, M. C. (2008). What women need to know about today's teacher job searches and interviews. *Delta Kappa Gamma Bulletin*, Vol. 74-4, pages 44-47.

Outlaw, M. E., Clement, M. C., & Clement, F. (2007, summer). Then and now: Developing Highly Qualified Teachers. *Delta Kappa Gamma Bulletin*, Vol. 73-4, pages 26-29.

Clement, M. C. (2007). The changing roles of colleges of education in the teacher certification process. *International Journal of Arts and Sciences* 2 (2) pgs 16-19).

Clement, M. C. (Spring, 2006). The game has changed: Tips for finding a new teaching position. *Kappa Delta Pi Record* 42 (3) pgs. 115-119.

Clement, M. C. (March, 2004). Hiring the best new middle school teachers with behavior-based interviewing. *Middle School Journal* 35, (4) pgs. 25-32.

Clement, M. C. (Summer, 2002). What cooperating teachers are teaching student teachers about classroom management. *The Teacher Educator*.

Clement, M. C. and Outlaw, M. E. (Summer, 2002). Student teaching abroad: Learning about teaching, culture, and self. *Kappa Delta Pi Record* 38, (4) pgs. 180-183.

Clement, M. C. (Spring, 2002). Did I teach that? Following methods students into their middle school student teaching placement. *The Rural Educator*.

Clement, M. C. (Fall, 2000). A director of field experiences has a field experience down under. *Educational Horizons*.

Clement, M. C. (July/August, 2000). Making time for teacher induction: A lesson from the New Zealand model. *The Clearing House*, 73, (6) 329-330.

Clement, M. C. (Summer, 1999). Reducing the stress of student teaching. *Contemporary Education*, 70, (4) 20-25.

Clement, M. C. and Whatley, A. (Fall, 1999). Student teaching in a laboratory school: A model for professional development. *National Association of Laboratory Schools Journal*, 23, (3) 9-14.

Clement, M. C. (1999). Rejuvenating as a teacher. *Educational Forum*, 63(4), 322-329.

Clement, M. C. (1996). A curriculum and resources for beginning teacher programs. *Kappa Delta Pi Record*, 32, 87-90.

Clement, M. C. (1995). If you really want to help the new teacher next door... *The Clearing House*, 69 (1), 40-41.

#### OTHER ARTICLES, NATIONAL:

Clement, M. C. (March 1, 2021). Five ways administrators can improve faculty support. *Academic Leader* (Magna Publications). <https://www.academic-leader.com/topics/leadership/five-ways-administrators-can-show-faculty-support>.

Morales, K., & Clement, M. C. (Feb. 17, 2020). The ten commandments for new educators. *Lippincott Nursing Education Blog*.

Clement, M. C. (Fall, 2019). Teaching students who are 44 years younger: Four considerations. *Teaching Professor*. (Magna Publications)

Clement, M. C. (2019). A dozen things effective teacher mentors do. *Delta Kappa Gamma Collegial Exchange* 85(4), 27-29.

Clement, M. C. (May/June, 2019). Six steps toward improved assessment. *Principal*, 98(5), 46-47.

Clement, M. C. (Summer, 2019). Communication is the key to student teaching. *Kappa Delta Pi New Teacher Advocate*, 26(4), 4-5.

Clement, M. C. (Spring, 2019). 5 Things teachers need to know about assessment. *Kappa Delta Pi New Teacher Advocate*, 26(3), 14-15.

Clement, M. C. (April 1, 2019). Establishing and supporting a faculty mentoring program. *Academic Leader*, a Magna Publication.

Garrett, J., & Clement, M. C. (Aug. 23, 2018). Advice for the first day of class: Today we will. *Faculty Focus*, a Magna Publication.

Garrett, J., & Clement, M. C. (Aug. 13, 2018). First day of class activity: The interest inventory. *Faculty Focus*, a Magna Publication.

Clement, M. C. (July, 2018). Six things that make college teachers successful. *Faculty Focus* (re-print, online, July 9).

Clement, M. C. (Fall, 2019, 2018). Six secrets to getting a teaching job now. (Reprints). *2018 Job Search Handbook for Educators*. 28.

Clement, M. C. (April, 2017). Behavior-based interviewing: Hiring an assistant principal? *Principal Leadership* 17(8): 40-43.

Clement, M. C. (Jan., 2017). Helping teachers manage stress. *NAESP Communicator*, 40(5).

Clement, M. C. (2017). Women, teaching, and stress: Five steps for coping. *The Delta Kappa Gamma Bulletin Collegial Exchange* 83(4): 39-41.

Clement, M. C. (April, 2016). How will “Generation me, me, me” work for others’ children? *Phi Delta Kappan* 97(7): 30-34.

Clement, M. C. (March, 2016). Role call: Five easy steps for retaining top teachers. *Principal Leadership*, 16(7): 18-19.

Clement, M. C. (Jan./Feb., 2016). Four-step lesson intervention. *Principal* 95(3): 32-33.

Clement, M. C. (Nov. 2015). Six things I learned about first-year college students. *The Teaching Professor*, 29(9): 3.

Clement, M. C. (Fall, 2015). New faculty induction: More than orientation. *The Department Chair*, 26(2): 23-24.

Clement, M. C. (March/April, 2015). Pop quiz: Truth is stranger than fiction. *GoTeach* 4(4), 27-28. Re-published in *Educational Horizons*, April/May, 2015.

Kistner, W., & Clement, M. (Spring, 2015). Your professional profile: Getting noticed on paper. *New Teacher Advocate* 22(3), 14-15.

Clement, M. C. (Jan./Feb., 2015). Pop quiz: Teacher success and burnout. *GoTeach* 4(3), 27-28. Re-published in *Educational Horizons*, Feb./March, 2015.

Clement, M. C. (Nov./Dec., 2015). Four-step classroom intervention. *Principal*, 94 (2), 36-37.

Clement, M. C. (2015). Six secrets to getting a teaching job now. *2015 Job Search Handbook for Educators*, 49<sup>th</sup> ed., p. 28.

Clement, M. C. (Aug./Sept. 2014). Pop quiz: Internships. *GoTeach*, 4(1), 27-28. Re-published in *Educational Horizons*, Oct./Nov. 2014).

Clement, M. C. (Feb./March 2014). Pop quiz: Common Core State Standards. *Educational Horizons*, 92, 22-24.

Clement, M. C. (Feb./March 2014). Four steps to classroom management after spring break. *Educational Horizons*, 92, 28-29.

Clement, M. C. (Dec., 2013/Jan. 2014). Pop quiz: Student and Family Engagement. *Educational Horizons*. 28-29.

Clement, M. C. (Nov./Dec., 2013). Pop quiz: Teaching methods. *Go Teach*, 3(2), 10-11.

Clement, M. C. (Oct./Nov., 2013). Pop quiz: Classroom management strategies. *Educational Horizons*, 92, 24-25.

Clement, M. C. (Oct., 2013). Teachers hiring teachers. *Educational Leadership*, 71(2), online at [ascd.org/el](http://ascd.org/el).

Clement, M. C. (Fall, 2013). Your KDP membership gains value after graduation. *New Teacher Advocate*, 21(1), 9.

Clement, M. C. (Aug./Sept., 2013). Pop quiz: Classroom management. *Go Teach*, 3,(1), 12-13.

Clement, M. C. (Mar./Apr., 2013). Pop quiz: What do leaders do? *Go Teach*, 2(4), 9-11.

Clement, M. C. (Jan./Feb., 2013). Pop quiz: What does it take to succeed in college and life? *Go Teach*, 2(3), 10-11.

Clement, M. C. (Nov./Dec., 2012). Pop quiz: The language of college. *Go Teach*, 2(2), 10-11.

Clement, M. C. (Sept./Oct., 2012). Hiring the best. *Principal*, 92(1), pages 40-41.

Clement, M. C. Aug./ Sept., 2012) Pop quiz: How can you get ready for college? *Go Teach*, 2(1), 10-11.

Clement, M. C. (Fall, 2012). New Teacher Advocate turns twenty. *New Teacher Advocate*, 20(1), p. 3.

Clement, M. C. (May, 2012). Friendly but Not Their Friend. *The Teaching Professor*, 26(5), pgs. 4-5.

Clement, M. C. (April/May, 2012). From resume to teaching job: What you need to know. *Educational Horizons* 90, pgs. 16-23.

Clement, M. C. (April/May, 2012). Pop quiz: how do I get a teaching job? *Educational Horizons* 90, pgs. 14-15.

Clement, M. C. (March/April, 2012). Pop quiz: What are your summer plans? *Go Teach* 1(4), pgs. 12-13.

Clement, M. C. (January/February, 2012). What should you expect in college? *Go Teach* 1(3), pgs. 11-12.

Clement, M. C. (October/November, 2011). What does it mean to be a professional? *Go Teach* 1(2), pgs. 12-13.

Clement, M. C. (August/September 2011). Pop quiz: Is teaching right for you? *Go Teach* 1(1), p. 10.

Clement, M. C. (April, 2011). Three steps to better course evaluation. *The Teaching Professor*, 25(4), pages 1,3).

Clement, M. C. (Winter, 2011). From teacher to teacher educator. *Educational Horizons*, 89, pages 24-26.

Clement, M. C. (Oct., 2010). Effective strategies for hiring the best new faculty. *Academic Leader*, 26(10), pages 1-2.

Clement, M. C. (Fall, 2010). Interviewing strategies that search committees and chairs need to know. *The Department Chair*, 21(2), pages 14-15.

Clement, M. C. (Summer, 2010). I'm Hired. Do I still need Kappa Delta Pi? *New Teacher Advocate*, 17 (4), p. 14.

Clement, M. C. (August, 2009). Behavior-based interviewing strategies for hiring new faculty. *Academic Leader*, 25, page 7.

Clement, M. C. (Dec. 2009). High-stakes administrative hiring. *The School Administrator*, 11 (66), pages 25-28.

Clement, M. C. (2011, 2010). Behavior-based interviews: What teachers need to know. *AEE Job Search Handbook for Educators*. (p. 27). Columbus, OH: American Association for Employment in Education.

Clement, M. C. (October, 2009). Hiring highly qualified teachers begins with quality interviews. *Phi Delta Kappan*, 91 (2), pages 22-24.

Pu. C. & Clement, M. C. (2009). Job interviews for ESOL educators: What you need to know. *ESL Magazine* 69, pages 9-12.

Clement, M. C. (2009). Interviewing for the principal's job: A behavior-based approach. *Principal*, 88(4), pages 14-17.

Clement, M. C. (Sept.-Oct., 2008). Then and now: Observations on study abroad in Spain in 1977 and 2007. *International Educator*. Vol. 17 (5), pgs. 50-51.

Clement, M. C. (Oct., 2008). 6 Tips to get students focused and working. Phi Delta Kappa' *Classroom Tips*.

Clement, M. C. (Aug.-Sept., 2008). Teaching classes that meet in blocks. *The Teaching Professor*. Vol. 22 (7). Pgs. 1,7.

Clement, M. C. (Jan. 2008). Past is prologue. *Principal Leadership*. Pgs. 44-48. Published in both the high school and middle school editions.

Clement, M. C. (Jan./Feb., 2008). Improving teacher selection with behavior-based interviewing. *Principal Magazine*, pgs. 44-47

Clement, M. C. (Aug./Sept., 2007). Ten things to make the first day (and the rest) of the semester successful. *The Teaching Professor*, Vol. 21, Number 7, pp. 1,3.

Clement, M. C., and Polzin, J. (Spring, 2007). Seeking a job out of state. *Kappa Delta Pi New Teacher Advocate*, pages 8-9.

Clement, M. C. (Feb. 2007). Creating your own future: Job interview strategies for language educators. *The Language Educator* (ACTFL), pgs 50-56.

Clement, M. C. (July, 2006). Technology and teaching. *American School Board Journal*, 193 (7), pp. 24-26.

Clement, M.C. (June, 2006). My mother's teaching career...what it can tell us about teachers who are not fully certified. *Phi Delta Kappan*, 87 (10), pp. 772-776.

Clement, M. C. (2005). Your career begins. *Kappa Delta Pi Novice Notes*. 2 pages.

Clement, M. C., Kistner, W., and Moran, W. (2005). A question of experience. *Principal Leadership* 5 (2), 58-62.

Clement, M. C. (Summer, 2004). The art and science of management. *Kappa Delta Pi New Teacher Advocate*, pages 4-5.

Kistner, W., & Clement, M. C. (Spring, 2004). Preparing education majors for the job market: Behavior-based interviewing. *Journal of the National Association of Colleges and Employers* (NACE), pgs. 28-33.

Clement, M. C. (Winter, 2004). Student teaching: Your preparation and etiquette checklist. *Kappa Delta Pi Novice Notes*. 2 pages.

Clement, M. C. (Summer, 2003). Starting a new school year: What every administrator needs to know. *Educational Horizons*. p. 197-200.

Clement, M. C. (Spring, 2003). Who will teach our youngest children? *Children and Families*. p. 56-63.

Clement, M. C. (Winter, 2002). Welcome to a profession. *Kappa Delta Pi New Teacher Advocate*, p. 4.

Clement, M. C. (September, 2002). Help wanted: How to hire the best new teachers. *Principal Leadership*, 3 (1). Pgs. 16-21.

Clement, M. C. (December, 2000). Just how do you teach someone to be a teacher? *Phi Delta Kappan*, 38(4), pgs. 308-309.

Clement, M. C. (Spring, 1999-2000). Promoting mentoring in graduate courses for teachers and administrators. *Association of Independent Liberal Arts Colleges for Teacher Education's News and Views*, pgs. 15-16.

Clement, M. C. (Fall, 2000). But what do I do the first day of class? *Kappa Delta Pi New Teacher Advocate*, p. 1, 12.

Clement, M. C. (Spring, 2000) Need a boost?: Visit another teacher's classroom. *Kappa Delta Pi New Teacher Advocate*, p. 7.

Clement, M. C. (2000). Stress management for the student teaching semester. *2000 Job Search Handbook for Educators* p.9.

Clement, M. C. (December, 1998). Student teachers: Support them now, reap the benefits later. *NASSP Practitioner*. Reston, VA: National Association of Secondary School Principals 1-4.

Clement, M. C. (1998, Fall). Your teaching career: The beginning. *Kappa Delta Pi New Teacher Advocate* 6 (1), 7.

Clement, M. C. (1998, Spring). The teachers' alphabet. *The Mailbox Teacher*, 12-13.

Clement, M. C. (1998). Six strategies for a successful first year of teaching. In F. W. Parkay and B. H. Stanford's *Becoming a teacher*, 4th edition. Boston: Allyn and Bacon, 533-534.

Clement, M. C. (1997). Six strategies for a successful first year of teaching. *1997 Job Search Handbook for Educators*, pg. 34. (Republished in the 1998, 1999, and 2000 editions, also.)

Clement, M. C. (1997, Winter). Teachers helping teachers: Preparing mentors for their role. *ASCD Professional Development Newsletter*, 4-8.

Clement, M. C. (1997, April). How to interview and hire the best new teachers. National Association of Secondary School Principals *Tips for Principals*, 1-2.

Clement, M. C. (1996, April). How to establish a mentor program. National Association of Secondary School Principals *Tips for Principals*, 1-2.

Clement, M. C. (1995, Winter). Mentor preparation for classroom teachers: Guiding veterans to share their expertise. *International Mentoring Association Mentoring Connection*, 7-8.

Clement, M. C. (1997, Summer). Getting classroom resources. *Kappa Delta Pi New Teacher Advocate*, 4.

Clement, M. C. (1996, Fall). Building the future: A chamber of commerce sponsored mentoring program for high school students. *Mentoring Resource*, 5, 2-3.

Clement, M. C. (1995, Winter). Getting the most from a mentor. *Kappa Delta Pi New Teacher Advocate*, 3, 7.

Clement, M. C. (1994). Mentoring of new teachers in New Zealand. *Mentoring Resource*, 3, 2-4.

Clement, M. C. (Winter, 1993). Lessons learned the first year. *Kappa Delta Pi New Teacher Advocate*, 1, p. 2.

#### WEBINARS/WEBPAGES/ CD / ONLINE ARTICLES:

Clement, M. C. (Spring, 2020). 10 Steps for Hiring the Best New Special Education Teachers. *LRP's National Institute Online* (originally to be presented in New Orleans, May, 2020).

Clement, M. C. (Spring, 2017). Tips to get your education resume to float to the top and How to prepare for specialist position interviews. *National Education Association Member Benefit* website, [www.neamb.org](http://www.neamb.org)

Clement, M. C. (January, 2016). Starting points for quality teaching. *Quality Management Division: The Global Voice of Quality*. <http://links.communication.asq.org>.

Clement, M. C. & DeRosa, L. (August, 2015). *Are you considering a doctoral degree?* Kappa Delta Pi, online, at [kdp.org](http://kdp.org).

Clement, M. C. (2014). *Your guide to finding a job in education*. National Education Association. 18-page guide available online at [www.neamb/professionalresources](http://www.neamb/professionalresources).

Clement, M. C. (2014). Interview keys for hiring new teachers. White paper for [schoolspring.com](http://schoolspring.com).

Clement, M. C., and Bond, N. (Winter, 2013). Amplifying our voices. White paper published by Kappa Delta Pi on [kdp.org](http://kdp.org).

Clement, M. C. (July 31, 2012). A good start: Helping first-year students acclimate to college. Magna Publications: Madison, WI.

Clement, M. C. (July 31, 2012). How can I improve lessons with a 4-step plan? Magna Publications 20-minute Mentor: Madison, WI.

Clement, M. C. (July 31, 2012). How can I use a total point system to clarify grading? Magna Publications 20-minute Mentor: Madison, WI.

Clement, M. C. (July 31, 2012). How can I use frequent student feedback to improve my courses? Magna Publications 20-minute Mentor: Madison, WI.

Clement, M. C. (January 5, 2012). 10 things to know about choosing a college when you want to be a teacher. *Go Teach*. [www.futureeducators.org](http://www.futureeducators.org). (online article)

Clement, M. C. (August 2, 2011). *Work on your withitness and start the school year off right*. [www.neamb](http://www.neamb). (online article)

Clement, M. C. (June, 2011). *Reflect, Rejuvenate, and Get Ready for the Next School Year*. [www.neamb.com](http://www.neamb.com). (Online article)

Clement, M. C. (April, 2011). *Ten Things that the Employer Seeks in a Job Candidate, A 20-point Checklist of Key Strategies for Your Next Teaching Job Search, and Recovering From RIF to Get Your Next Teaching Job*. [www.neamb.com](http://www.neamb.com). (online articles)

Clement, M. C. (Nov., 2010). *Effective Faculty Hiring Strategies: A behavior-based approach*. Madison, WI: Magna Publications. (online seminar)

Clement, M. C. (Summer, 2010). *Helping Beginning Teachers Succeed: 5 Strategies for Induction*. Madison, WI: Insidetheschool.com (online article and online seminar)

Clement, M. C. (Summer, 2010). *Ways to Retain Teachers When Budgets are Tight*. Madison, WI: Insidetheschool.com (online article and online seminar)

Clement, M. C. (Spring, 2010). *Strategies to Improve Teacher Hiring: From the Job Ad to Making a Successful Offer*. Madison, WI: Insidetheschool.com (online article and online seminar)

Clement, M. C. (2011, 2010, 2009). *Navigate the new educational job market*. Web articles for [www.neamb.com](http://www.neamb.com). (Updated in 2010)

Clement, M. C. (June, 2009). *Ten ways to engage your students on the first day of class*. (National online seminar; CD). Madison, WI: Magna Publications.

Clement, M. C. (2008). Content for [www.teachingjobs.org](http://www.teachingjobs.org).

Clement, M. C. (2005). *Practical applications of behavior-based interviewing for hiring new teachers* (CD). Alexandria, VA: Association for Supervision and Curriculum Development.

Clement, M. C. (2004). *Using behavior-based interviewing to hire smarter, not harder* (CD). Alexandria, VA: Association for Supervision and Curriculum Development.

Clement, M. C. (2005, 2004). Apprentice Teacher, on *Phases of the Life Cycle Model* found on Kappa Delta Pi's website, [www.kdp.org](http://www.kdp.org).

## **INTERNATIONAL PRESENTATIONS**

Clement, M. C. (July, 2019). *Teachers supporting teachers: 10 things effective mentors do*. Delta Kappa Gamma International Conference, Reykjavik, Iceland.

Clement, M. C. (May/June, 2018). Classroom, school, and program assessment and Supervision. Two week-long graduate classes taught at Living Rock Teacher Institute, Beijing, China.

Clement, M. C. (July, 2017). *Classroom, program, and outcome assessment*. Week-long graduate class, Spice Mountain College, Beijing, China.

Clement, M. C. (May, 2015). *A dozen things successful teachers do*. Half-day workshops for teachers in private Christian schools in Beijing and Tianjin, China.

Clement, M. C. (Oct. 2014). Teachers hiring teachers: An overlooked leadership role. *Learning, Leadership, and Practice: Educating Global Citizens*. Calgary, Alberta, Canada. A Mount Royal University Conference.

Clement, M. C. (Nov. 2012). The role of professional teacher organizations in disseminating information about esd (invited speaker). *5<sup>th</sup> Policy Dialogue Forum of the UNESCO International Task Force on Teachers for Education for All*, Windhoek, Namibia.

Clement, M. C. (Oct. 2010). Series of five seminars on hiring, mentoring, and inducting new teachers. (Invited speaker). *Conference of the LDI International Schools of China*, Beijing.

Clement, M. C. (March, 2008). ESOL, Maymester, and Student Teaching Abroad: How a small, private college internationalized its teacher education program. *Annual Meeting of The Consortium for Overseas Student Teaching*, Cologne, Germany.

### **NATIONAL PRESENTATIONS**

Clement, M.C. (October, 2019). *Demonstrate your teaching power to get your first job*. Kappa Delta Pi 53<sup>rd</sup> Annual Convocation, Norfolk, VA.

Clement, M. C. (July, 2019). *Managing the teacher hiring process: 10 important steps*. National Association of Elementary School Principals, Spokane, WA.

Clement, M. C. (March, 2018). *Helping teachers with assessment: 6 important keys*. Critical Questions in Education Conference, Portland, OR.

Clement, M.C. (Oct., 2017). *Get a teaching job now*. 51<sup>st</sup> Biennial Convocation, Pittsburgh, PA.

Clement, M. C. (June, 2017). *A dozen things successful teachers do*. Educators Rising, Phoenix, AZ.

Clement, M. C. (June, 2017). *Ten things to make the first day (and the rest) of the semester successful*. Symposium for Part-time, Adjunct, and Contingent Educators, Atlanta, GA.

Clement, M. C. (October, 2016). *Hiring effective teachers*. All-day workshop for the Massachusetts Association of School Personnel Administrators. Boston, MA.

Clement, M. C. (Aug. 2016). *Five steps for better course evaluations...and better teaching*. Lilly Conference on Designing Effective Teaching, Asheville, NC.

Clement, M. C. (July, 2016). *Early career teachers in Chinese Christian schools*. Delta Kappa Gamma International Convention, Nashville, TN.

Clement, M. C. (July, 2016). *Introduction to learning theories and implications for classroom design*. (Part of the undergraduate and graduate symposium on animal science education in the current environment.) Joint annual meeting (JAM) of ASAS, ADSA, CSAS, and WSASAS, Salt Lake City, UT.

Clement, M. C. (Oct. 2015). *Ten steps for getting a teaching job now*. Kappa Delta Pi International Convocation, Orlando, FL.

Clement, M. C. (Oct. 2015). *Five steps for better course evaluations*. Research on Teaching and Learning Summit at Kennesaw State University, Kennesaw, GA, Oct. 2015. (Repeated at a regional conference at Dalton State University, Dalton, GA, March, 2016).

Clement, M. C. (July, 2014). *From teacher to teacher educator: How to move into higher education*. 2014 International Convention of Delta Kappa Gamma. Indianapolis, IN.

Clement, M. C. (Feb., 2014). *Getting a teaching job now*. Annual Meeting of the Association of Teacher Educators. St. Louis, MO. Also a featured, invited panelist for the Teacher Advocacy for the 21<sup>st</sup> Century Panel.

Clement, M. C., Snodgrass, F., and Kramer-Ertel, P. (October, 2013). *Serving as a leader of Kappa Delta Pi*. Kappa Delta Pi International Convocation, Dallas, TX.

Clement, M. C. (April 17, 2013). *How to interview and select highly-effective teachers*. National Webinar presented for Schoolspring.com.

Clement, M. C. (April 10, 2013). *Interviewing for a teaching job now*. National Webinar presented for Schoolspring.com.

Clement, M. C. (Feb., 2013). *Top ten questions of teaching position seekers*. National webinar presented for Kappa Delta Pi.

Clement, M. C. (Jan., 2013). *Guiding your teacher education candidates to jobs in schools*. National webinar presented for American Association for Employment in Education.

Clement, M. C. (Jan., 2013). *Keys to interviewing and hiring effective teachers in today's job market*. National webinar presented for American Association for Employment in Education.

Clement, M. C. (Feb., 2012). *Strategies for getting teaching job in today's market*. National webinar presented for Kappa Delta Pi. Go to [www.kdp.org](http://www.kdp.org).

Clement, M. C. (April 4, 2012). *How to wow employers with your interview and portfolio*. National webinar presented for Pi Lambda Theta/Phi Delta Kappa.

Clement, M. C. (Nov., 2011). *Your guide to getting a teaching job*. 48<sup>th</sup> Biennial Convocation of Kappa Delta Pi, Indianapolis, IN.

Clement, M. C. (June, 2011). *Strategies for hiring the best new college faculty*. Lilly Conference on College and University Teaching, Washington, DC.

Clement, M. C. (February, 2011). *So you want to be a teacher?* Annual Future Educators Association, in conjunction with Phi Delta Kappa, Atlanta, GA.

Clement, M. C. (Nov., 2010). Keynote speaker: Retention begins with hiring. *77<sup>th</sup> American Association for Employment in Education National Conference*, Chicago, IL.

Clement, M. C. (July, 2010). What women need to know about today's teacher job interviews. *Delta Kappa Gamma 2010 International Convention*, Spokane, WA.

Clement, M. C. (April, 2010). Student teaching in China. Presentation for the *Consortium of Overseas Student Teaching, Annual Meeting*, University of Northern Kentucky.

Clement, M. C. (October, 2009). The definitive guide to getting a teaching job, *47<sup>th</sup> Biennial Convocation of Kappa Delta Pi*, Orlando, FL.

Clement, M. C. (October, 2009). A better way to hire the best new teachers. *47<sup>th</sup> Biennial Convocation of Kappa Delta Pi*, Orlando, FL.

Clement, M. C. (June, 2009). Teaching classes that meet in blocks. *Teaching Professor Conference*, Washington, DC.

Clement, M. C. (April, 2009). Strategies for hiring the best new teachers for Cristo Rey schools. *Annual Meeting of the Cristo Rey Network of Schools*, Cleveland, OH.

Clement, M. C. (April, 2009). Behavior-based interviewing: A better way for principals to hire effective teachers. *National Association of Elementary School Principals*, New Orleans, LA.

Clement, M. C. (Nov., 2008). Using behavior-based interviewing to hire highly-qualified teachers. *Phi Delta Kappa International Summit on High-Performing Educators*. San Antonio, TX.

Clement, M. C. (Feb. 16, 2008) Do I want to be a high school teacher? and The definitive guide to getting a teaching job. *19<sup>th</sup> Annual Future Educators' Association*, Chattanooga, TN.

Clement, M. C. (Nov. 2007). *The Definitive Guide to Getting a Teaching Job*. Kappa Delta Pi International Biennial Convocation, Louisville, KY.

Clement, M. C. (Oct., 2006). *Retention begins with hiring: A behavior-based approach to hiring the best new teachers*. Phi Delta Kappa International's Summit on Public Education, Washington, DC.

Outlaw, M. E., Clement, M. C., & Clement, F. L., (July, 2006). Then and now: Developing highly-qualified teachers. *6<sup>th</sup> Annual Country School Conference*, DeKalb, IL.

Clement, M. C. (February, 2006). So you want to be a high school teacher? *17<sup>th</sup> Annual Future Educators Association*. Atlanta, GA.

Clement, M. C. (Nov., 2005). Using behavior-based interviewing to hire the best new teachers. *45<sup>th</sup> Biennial Convocation of Kappa Delta Pi*, Orlando, FL.

Clement, M. C. (Nov., 2005). Using behavior-based interviewing skills to get your first teaching job. *45<sup>th</sup> Biennial Convocation of Kappa Delta Pi*, Orlando, FL.

Clement, M. C. (April, 2005). Practical applications of behavior-based interviewing for hiring new teachers. *Annual Conference of the Association for Supervision and Curriculum Development (ASCD)*, Orlando, FL.

Clement, M. C. (March 20, 2004). Using behavior-based interviewing to hire smarter, not harder. *59<sup>th</sup> Annual Conference of Association for Supervision and Curriculum Development (ASCD)*, New Orleans, LA.

Clement, M. C. (Nov. 14, 2003). Finding the perfect teaching job. *44<sup>th</sup> Biennial Convocation of Kappa Delta Pi*, St. Louis, MO.

Clement, M. C., Belvin, L., Marlow, L., Outlaw, M., & Wakefield, D. (Feb. 17, 2003). Student Teaching Induction: A two-week program in August to prepare students for a year-long student teaching experience. *83<sup>rd</sup> annual meeting of Association of Teacher Educators*, Jacksonville, FL.

Clement, M. C., Bell, S., Smith, J., Hausfather, S. and Wlazlinski, M. (Feb. 4, 2002). Changing Students' Worldviews about Diversity: The effects of an immersion experience on preservice teachers. *82<sup>nd</sup> annual meeting of Association of Teacher Educators*, Denver, CO.

Clement, M. C. (Nov. 8-11, 2001). But High School Teaching is Different, A Look Inside New Zealand Schools, and Writing for the New Teacher Advocate. *43<sup>rd</sup> Biennial Convocation of Kappa Delta Pi*, Orlando, FL.

Clement, M. C. (July 28-29, 2001). Building the Best Faculty: Strategies for Hiring and Supporting New Teachers and A Look Inside the New Zealand Schools. *Pi Lambda Theta 2001 Leadership Conference and Biennial Council*, Minneapolis, MN.

Clement, M. C. (Nov. 11-13, 1999). Approaches to Classroom Management for Beginning Teachers. *42<sup>nd</sup> Biennial Convocation of Kappa Delta Pi*, Baltimore, Maryland.

Clement, M. C. (July 31 – August 1, 1999). Six Strategies for a Successful First Year of Teaching and Helping Beginning Teachers Succeed: Resources and Models. *1999 Pi Lambda Theta Leadership Conference and Biennial Council Program*, Atlanta, GA.

Clement, M. C. (February 13-17, 1999). Rejuvenating experienced teachers: Professional Development for Retention. *1999 Annual Meeting of the Association for Teacher Educators (ATE)*, Chicago, IL.

Clement, M. C. (1997, November). A dozen things successful first year teachers do. *41st International Kappa Delta Pi Convocation*, St. Louis, MO.

Clement, M. C. and Kapp, J. (1997, November). Writing for the New Teacher Advocate. *41st International Kappa Delta Pi Convocation*, St. Louis, MO.

Wolfe, M. & Clement, M. C. (1997, February). Supporting new teachers: Kadelpian success stories. *77th Annual Meeting of Association of Teacher Educators*, Washington, DC.

Clement, M. C. (1996, February). A continuum of professional growth and development: How student teachers inform beginning teacher program needs. *76th Annual Meeting of Association of Teacher Educators*, St. Louis, Missouri.

Clement, M. C. (1995, November). Success for beginning teachers: One district's model program. *40th International Kappa Delta Pi Convocation*, Birmingham, AL.

Clement, M. C. (1996, May). A curriculum and resources for beginning teacher programs. *MLRN Spring Symposium, ASCD Mentoring and Resource Network*, Oakton Community College, Des Plaines, IL.

Clement, M. C. (1994, May). Research on one model for teacher induction...and why It is working. *MLRN Spring Symposium, ASCD Mentoring and Resource Network*, Des Plaines, IL.

#### PROFESSIONAL MEMBERSHIPS

Association for Supervision and Curriculum Development  
Kappa Delta Pi  
Phi Delta Kappa  
Delta Kappa Gamma

#### RECOGNITIONS and AWARDS

National recognition award for “philanthropic support” from Kappa Delta Pi, October, 2017.

Recipient of the 2013 STAR Award from the American Association for Employment in Education (AAEE) for my research and writing in the field of k-12 teacher employment. (October, 2013).

Recipient of the 2013 Carden Award at Berry College for outstanding teaching, research, and service.

Completed a site visit to China, October, 2009, to establish a relationship between the Consortium for Overseas Student Teaching and a series of international schools. (Invited to do so by the University of Alabama.)

Recipient of a \$5,500 Faculty Development Grant/International Programs Grant from Berry College for study abroad at the University of Salamanca, Spain, summer, 2007.

Recipient of a \$1,870 Faculty Development Grant for attendance at curriculum mapping institute, Albuquerque, NM, July, 2006, from Berry College.

2005 Appreciation Award, Kappa Delta Pi, for service to publications.

Finalist for Distinguished Achievement Award for Excellence in Educational Publishing for my 2003 book, *The ABC's of Job-Hunting for Teachers*, from the Association of Educational Publishers.

Recipient of a \$1,700 Faculty Development Grant for attendance at curriculum mapping institute, Snowbird, Utah, July, 2005, from Berry College.

Represented Berry College at the Annual Meeting of the Consortium for Overseas Student Teaching, March, 2005, Port Elizabeth, South Africa

Recipient of the Teaching Excellence Award, Berry College, 2003

Selected for site visit to San Jose, Costa Rica, March, 2000, to organize a future Maymester course there for Berry College.

Awarded a \$2,500 Faculty Development Grant for Travel to New Zealand, Summer, 1999, Berry College

Recipient of a "Best Practice" Award, 1997  
Eastern Illinois University

William Chandler Bagley Fellowship Recipient, University of Illinois, 1990

## SERVICE

### College:

Chair, ad-hoc Committee for Workload Equity, 2009  
Center for Teaching Excellence Advisory Committee, 2009 - 2017  
Promotion and Tenure, 2005-2008, 2009 – 2012, 2017-2020  
Chair, Promotion and Tenure Committee, 2006-2007  
Board of Directors for Consortium for Overseas Student Teaching, 1998 – 2013  
Planning Council, 2007 - 2008  
Budget Advisory Committee, 2007 - 2009  
Chair, Faculty Assembly, 2007-2008  
Institutional Effectiveness Committee, SACS, 2005 – 2007  
Benefits Committee, 2005 - 2007  
Search Committee for Director, Honors Program, 2004  
Search Committee for Vice-President of Student Affairs, 2003-2004

Faculty Fellow / Mentor for Academic Excellence, 2003-2005  
 Academic Council, 2003- 2005  
 Faculty Hearing Committee, 2003  
 Faculty Development Grant Committee, 2001 - 2004  
 Committee on Student Scholarship, 2001 - 2003  
 Communications Committee, 1999 – 2001  
 Teaching Enhancement Committee, 1999 - 2001  
 Family and Consumer Science Task Force, Spring, 1999  
 Search committees for assistant/associate professors of Spanish, 1999-2000; 2003, 2007  
 Search committee for assistant professor of linguistics, Spring, 2000  
 International Programs Committee, 1999 - 2005  
 International Student Advisory Committee, 1998 – 1999.

School of Education and Human Sciences service, Berry College:

NCATE field experiences committee, 2008-2010  
 NCATE Standards committee, 2006 – 2008; 2010 - present  
 Chair, school professional development committee, 2004 - 2006  
 Third-year review committee for faculty, 2003-2005; 2010-2011  
 Promotion and Tenure committee, 2003 - 2005  
 Mentor of new faculty, 2001- 2003  
 Chair, search committee for assistant/associate professor of C & I, 2002  
 Search committee for assistant professor of science education, 2001  
 Search committee for assistant professor of health and physical education, 1999  
 Admissions and Certification Committee, 1997 – 2003  
 Chair of Admissions and Cert. Committee 1997-1999  
 NCATE Assessment Committee, 2001 - 2005  
 Education 222 - Explorations in a Diverse Culture curriculum committee, 2000  
 Secondary Education Curriculum Writing Committee, 1998-1999  
 Task force member, Bell South Charter School of Education committee, 1997-1999