

Campus Committees

All interested faculty are asked to answer the following questions. Their answers are included below their names.

- 1) For those who don't know you, what experiences, training, backgrounds, identities, etc. make you a good candidate for service on this committee?
- 2) How do you think diversity matters (including diversity of disciplinary training/expertise, experiences, background, identities, etc.) for the committee to which you are applying?

Total limit for both question is 300 words. (Longer responses will be truncated.)

Hiring Committee, Vice President of Instruction

(3 faculty needed, including 1 PT faculty)

13 Faculty volunteers, including 2 PT faculty member

Faculty Nominees:

Daniel Allen Solomon/Ishmael Tarikh

Megan Brophy

Karen Chow

Julie Keiffer-Lewis

Alicia Mullens

Felisa Vilaubi

Statements follow on next page

Daniel Allen Solomon

SSH, Anthropology

Part Time with REP

(1) I am a white working class man and a first generation college student with a PhD in anthropology from UCSC. Since 2013 I have taught anthropology on a part-time basis at De Anza College, where I also teach a gender studies course. I have served Academic Senate and the Faculty Association in various capacities, including as a faculty representative on IPBT (now part of PAC), and on the search committee for FHDA's new chancellor. I currently take pay as an assistant negotiator for FA. In these roles, I have learned something about course management and labor relations, and I have developed criticisms as well as respect for our current VPI's work at our College. I think that my past and current roles afford me a solid foundation for judging the suitability of a candidate to occupy this critical position, where the managerial rubber meets the instructional road.

(2) As an interdisciplinary scholar of social sciences, humanities, and life science, I understand the value of diversity on multiple registers. Any community benefits from a diversity of experiences, backgrounds, and abilities. With a diversity of experiences and behaviors comes a diversity of ways to address collective problems. Politically, representation is crucial to a functional, democratic system of governance. It is important to select a VPI who can be representative and who values all forms of diversity in our community.

Ishmael Tarikh

Part Time with REP

SSH, Political Science

My experiences are broad, deep, and longstanding. For more than 30 years I have served in numerous capacities at institutions of higher learning. I began in 1992 as a Faculty Senator and Student Advisor at Chico State University, and since then have served as a Director of a Human Rights Project; at De Anza as the Faculty Advisor to several student groups; as the twice elected Part Time At-Large Academic Senator; Co-Chair of a Task Force; Chair of the President Search Committee; member of the Academic Senate Constitution/By laws Revision Task Force; member of the Student Judicial Hearing Board, etc. I have undergone the District formal training to serve on hiring committees, and strongly identify as a Diversity Candidate not only as a Black man, but as a critical thinker who is not limited by mainstream thought. Moreover, I (and now deceased colleague Elena Dorabji) began a campaign over 5 years ago to promote alternative ways to approach the enrollment challenges at De Anza College. Consequently, I am intimately aware of the qualities that would provide De Anza College with a stellar Vice President of Instruction. There can be no doubt that diversity matters, and is absolutely crucial to seek and find the best fit for the crucial position of Vice President of Instruction. As a Political Scientist, a licensed Attorney, and a businessman, my professional responsibilities lend themselves to the value of diversity of approach and the diversity of thinking necessary to envision a wide breadth of approaches. Over the past 17 years (at De Anza) I have interacted with numerous Staff, Faculty, Deans, VPs, and Presidents. These interactions have honed my skill set of being able to provide a thorough and proper vetting of candidates for the position of Vice President of Instruction.

Megan Brophy

PSME, Chemistry

Full Time, Tenured

I am a full-time, tenured member of the Chemistry Department at De Anza. I have taught a wide variety of chemistry classes including our majors-level general chemistry class, preparatory chemistry, our GOB course for health science students, and our general education chemistry class. I have had the opportunity to teach these classes online, in-person, and in a hybrid modality. I've had the privilege of teaching students from a wide variety of backgrounds with diverse goals. I am passionate about implementing evidence-based methods to support each student's interest in chemistry and achieve equitable outcomes. It is my responsibility as an instructor to help students see themselves as scientists, so I incorporate assignments that highlight individual scientists from underrepresented groups and countries. I regularly attend professional development workshops to develop my pedagogy and skills including the UCSF SEPAL Scientific Teaching Institute and the Anti-Racist Tools for Teaching in the STEM Classroom series with Dr. Felicia Rose Chavez. In my personal life, I am a parent to two young children. As such, I'm attuned to the unique demands placed on caregivers and the challenges that our time-intensive courses present for these students.

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The new Vice President of Instruction will oversee De Anza's academic programs, and it is important for the hiring committee to represent a wide cross-section of faculty and departments. Along these lines, I think it's important for the hiring committee to represent a variety of academic disciplines and instructional formats. Chemistry is lab intensive, quantitative, and highly conceptual. Many of our students are challenged by chemistry courses, and we require robust instructional methodology, high-value materials, and institutional resources (e.g. library, tutoring, basic needs) to support student success. By serving on this hiring committee, I hope to represent the educational and personal needs of our diverse STEM students and the STEM faculty.

Karen Chow

Language Arts, English

Full Time, Tenured

1) I am fortunate to have the opportunity to serve in many faculty leadership roles on campus (past Academic Senate President & College Council co-chair, Academic Senate Senator/Language Arts Division Rep, past District Academic Senate President, current and former English Dept. Chair, Guided Pathways Founding Faculty Director, Former Diversity Rep on Curriculum Committee, Former Chair of APA Heritage Month, Student Mentor Faculty Coordinator for IMPACT AAPI & IMPACT AAPI instructor, and have served on many campus committees such as Equity Action Council) ; at FHDA (District Academic Senate President); and statewide (serving 2nd term as ASCCC Area B Representative & current member of Executive Committee; California Community Colleges Chancellors Office Curriculum Committee member; former member of Chancellors' Office Committees on Technology; Secretary/officer of ASCCC Foundation; current chair of ASCCC Relations With Local Senates Committee; current co-chair of ASCCC Equity Diversity Action Council; former chair of ASCCC Noncredit, Pre-Transfer, and Continuing Education Committee; former co-chair of Part Time Faculty Committee; former co-organizer of ASCCC Career Technical Education and Noncredit Institute; former co-organizer of ASCCC Part Time Faculty Institute; primary editor/author of ASCCC "Effective and Equitable Online Programs" (post-COVID update/revision of "Effective Online Programs: A Faculty Perspective" paper))

2) Diversity matters because copious research shows that when students are taught and served by diverse faculty and staff who they can personally and culturally relate to, they succeed at significantly higher numbers. We owe it to our students to ensure that the way we deliver instruction and services are grounded in culturally respectful practices that acknowledge and celebrate all cultures and groups, ESPECIALLY those that have been historically marginalized and even persecuted. Also, I have long been an equity practitioner as a faculty member in my curriculum and pedagogical approaches and in the activities I've been involved in and promoted on campus.

Julie Keiffer-Lewis

IIS - African American Studies

Full Time, Tenured

1. I bring an intersectional approach to my work, I have taught in the district for over ten years, and I am connected to the student cohort program, so I have a direct line of communication with students and their needs.

2. Diversity, for the sake of having "different" people (usually, of color) in spaces that are historically white does no good. Successful diversity happens when institutions and people divest from white supremacist thinking. As a Black, queer woman, I bring a unique perspective and always look for ways that institutions and colleagues, alike can work on divesting from white supremacist thinking. I think my ability to center the most marginalized when seeking solutions to institutional oppression is something that not everyone can bring to a hiring committee.

Alicia Mullens

PSME, Meteorology

Full Time, Tenured

1. As a department chair, current member of Academic Senate, Resource Allocation and Program Planning, and a former member of IPBT, I've had a tremendous amount of experience working with diverse groups of people, including administrators and classified staff, along with our affinity groups (representing Latinx, Black, and Asian/Asian-American and Pacific Islander, and LGBTQ+ folx), and as a member of the transgender community myself, I've worked to advocate for more resources of LGBTQ+ students/staff, while also working with faculty to advocate for our needs in hiring and resource allocating.

2. Diversity is especially crucial in committees regarding college-wide position (such as a Vice President) because a successful candidate for such a position needs to be vetted and viewed by the many constituencies they are going to be serving/supervising. Faculty from multiple disciplines (such as STEM, Arts, Languages and Athletics) along with Classified Staff from multiple departments/divisions are going to be working either directly/indirectly with the successful candidate, and it's crucial that those perspectives are used to determine whether a candidate will be a good fit for the position. I'll just give a personal example... as the chair of a department that consists almost entirely of General Education Science electives, I have a different perspective on enrollment management than a faculty member of a core subject such as Math or English... seeing as the VPI is going to be tasked with directing enrollment management, it's crucial to have both our perspectives... along with others... in choosing our next VPI, so we can make sure that they will manage in an equitable manner (rather than one size fits all) for all instructional programs.

Felisa Vilaubi

Language Arts- Counseling

Full Time, Tenured

I have been counseling for 18 years with a focus on social justice and serving underrepresented populations and communities. I am an active member of DALA, Academic Senate, FA, RAPP, Guided Pathways, and our Adult Education Consortium. As a counselor, I feel like the lens that I would bring to this committee is one that is centered around advocating for students, especially our students of color. I also fully appreciate the importance that this position holds in helping to set and cultivate the culture of De Anza and it is vital that this committee is diverse in training, experiences, backgrounds, etc as a way to ensure that the interests of the campus are taking into consideration when looking to hire for this important role.