PRESIDENT SEARCH
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Position Announcement

The Foothill-De Anza Community College District invites nominations and applications from exceptional leaders for the position of De Anza College president, following the retirement of Dr. Brian Murphy after 14 years as president.

Located in the heart of Silicon Valley, California, De Anza College serves nearly 30,000 students a year in a dynamic and culturally diverse region. The college’s outstanding transfer and workforce preparation programs draw students from throughout California, the nation and the world.

Additionally, the college’s vibrant student life and signature commitments to equity and civic engagement contribute to an environment that fosters high student retention and success rates.

De Anza seeks a chief executive with a track record demonstrating the knowledge, skills and abilities to lead the college in developing and executing a shared vision for the future. That vision will build upon De Anza’s history as one of the nation’s most innovative community colleges in promoting and advancing educational excellence, equity, social justice and diversity.

A campus assessment and surveys in fall 2019 identified important attributes and skills that the next president must possess to address the following important challenges and opportunities:

• Lead the college in rebuilding enrollment through an equity, social justice and diversity lens
• Participate in De Anza’s robust shared governance process
• Exhibit transparency and courage when making difficult decisions
• Possess intellectual curiosity that challenges the status quo and invites consideration of bold ideas
• Engage with businesses, foundations, nonprofits, government and individual donors to increase external support and partnerships
• Be visible and caring both on campus and in the larger community

In summary, the next president of De Anza College will strike that difficult balance between internal and external presence, exercising leadership and technical administrative skills with a high degree of emotional intelligence.
College Profile: An Unparalleled Opportunity

*De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.*

- from the De Anza College mission statement

With an outstanding reputation for academic excellence and innovative student services, De Anza College is an institution that has deep roots in Silicon Valley, and a broad reach that extends around the world.

The college is located on 112 acres in Cupertino, CA, south of San Francisco. The area has been shaped by global influences including the high-tech industry, venture capital and diverse communities of immigrants from around the globe. It is a paradoxical region of immense economic growth and opportunity on one hand and poverty and exclusion on the other. De Anza College stands as an important regional hub for educating students who come from marginalized communities and for helping address the social problems of exclusion, housing insecurity and income inequality that increasingly affect the lives of our students and surrounding communities.

De Anza has flourished and grown since its founding in 1967, adding state-of-the-art buildings, labs and other facilities made possible by community-supported bond measures in 1999 and 2006. The measures were sponsored by the Foothill-De Anza Community College District, which includes De Anza and Foothill College.

Currently serving almost 30,000 students annually, De Anza is known for consistently ranking at or near the top statewide in community college student transfers to public and private universities. In recent years, this reputation for being “Tops in Transfer” has attracted students from communities within and outside the college’s geographic service area, including historically underrepresented neighborhoods of San José and other parts of the San Francisco Bay Area, and from more than 80 nations.

As the largest community college in Silicon Valley, De Anza is a vital educational, cultural, social and economic resource for the entire Bay Area. Students at De Anza can choose from more than 70 academic degrees and 95 certificates in a wide array of disciplines.

With 950 full- and part-time instructors teaching in 11 academic divisions, the college offers approximately 1,700 courses in academic subjects such as creative arts, humanities, physical and life sciences, mathematics, liberal arts and intercultural/international studies, as well as career training in fields such as automotive and manufacturing technologies, film and television, computer information systems, nursing and medical technology.

Along with academic excellence, De Anza College is committed to student equity and student support. This begins with innovative outreach programs to assist and recruit high school students from historically underserved backgrounds. Once on campus, students have access to extensive support services, including peer tutoring and options for academic counseling through embedded counselors or an academic adviser assigned to a specific division or program, or through the General Counseling and Advising Center. A dozen Learning Communities provide supportive networks of classmates, instructors and advisers for students who share a common experience or interest – including first-generation college students, men of color, and more.
These programs and services are designed for a student body that is highly diverse in ethnicities, cultural backgrounds, gender identities and life experiences.

Almost half of De Anza students identify as Asian American, Filipinx or Pacific Islander, while 27% are Latinx and 4% are African American – one percentage point higher than the percentage of African American residents in Santa Clara County, where the college is based.

While a majority of students enroll directly after high school, a third are 24 years of age or older, and 12% already have a bachelor’s or advanced academic degree. Many students balance jobs and family obligations with their studies, with 43% attending De Anza full-time.

Research at De Anza and other institutions has shown that student success improves when faculty and staff diversity is aligned with that of the student body. Almost half of De Anza’s tenured and tenure-track faculty members are nonwhite: 22% are Asian, 14% are Latinx, almost 7% are African American and 2% describe themselves as multiethnic. The pool of adjunct faculty members, which represents a larger proportion of the college’s teaching force, is less diverse than the full-time faculty, while the ranks of educational administrators and classified professionals are more diverse.

This diversity creates a vibrant atmosphere on campus. Students are active in 17 intercollegiate athletics teams, 89 campus clubs under the leadership of the Inter Club Council, and an award-winning campus newspaper, La Voz. The 30 members of the De Anza Associated Student Body Senate participate in shared campus governance and – along with the college’s student representative to the Foothill-De Anza Board of Trustees – advocate for student rights at the campus, district and state levels.

De Anza is committed to a robust and inclusive shared governance process in which administrators, faculty members, classified professionals and students are stakeholders. This includes collective bargaining groups; academic, classified and student senates; and the various committees and work groups that guide these entities.

The college’s next president will play an important role in the district’s efforts to increase student enrollment, align the college with statewide equity and student success initiatives, and lead innovative efforts to link students with opportunities for academic and economic advancement in the industries that have a presence in the region. In addition, the next president will be instrumental in launching a successful public-private partnership that will redevelop the site of the now-closed Flint Center for the Performing Arts on the De Anza campus. Potential site uses under consideration include housing and a flexible event space.

Along with the president of Foothill College and three vice chancellors, the president of De Anza College is a key member of the executive team led by district Chancellor Judy C. Miner. The chancellor is appointed by the district trustees, who are elected by voters in the communities of Cupertino, Los Altos Hills, Mountain View, Palo Alto, Stanford, Sunnyvale and portions of San José, Santa Clara and Saratoga.

Both college presidents are voting members of the Foothill-De Anza Foundation board and work closely with the chancellor and the foundation to fundraiser for college priorities. The foundation is among the largest nonprofit auxiliary organizations supporting California community colleges, with $44.4 million in total assets.

The Foothill-De Anza district is a founding member of the League for Innovation in the Community College and has continuously maintained its position on the league’s board of directors. It is one of only two California districts represented on that board.
De Anza College awarded more than 2,700 degrees and 300 certificates of achievement to students last year. Many graduates entered the workforce after completing one of the career training programs that De Anza offers in nearly two dozen fields. More than 900 transferred to a University of California campus in 2018-19 and nearly 1,600 transferred into the California State University system.

The college’s high transfer rate is due in large part to its encouragement and support of academic excellence, as well as a tradition of innovation and experimentation with ways to integrate student services with instruction, according to a case study by the California Community Colleges Research and Planning Group.

De Anza’s tradition of educational excellence is reflected in the distinguished work of its faculty members – from an anthropology instructor’s rare fossil discovery in Kenya, which drew international headlines in 2017, to a sociology instructor’s digital storytelling project on income inequality, which led to a prestigious research fellowship sponsored by the Andrew W. Mellon Foundation in 2019. That excellence is also reflected in the recognition earned by programs such as De Anza’s Design and Manufacturing Technologies Department, which received a $1 million gift from the Gene Haas Foundation to expand its cutting-edge training programs for skilled technical jobs in computerized manufacturing and machining.

Excellence at De Anza is further exemplified by initiatives such as the pioneering Math Performance Success (MPS) learning community. MPS supports 350 to 500 students each quarter by embedding counselors in designated math courses, providing additional instruction time and offering extensive peer tutoring. The program has won several grants and national recognition for its demonstrated results, which include higher course success rates and significant narrowing of the historical achievement gap.

De Anza promotes academic excellence through its Office of Professional Development, a dedicated office rare among community colleges. The program serves faculty and classified professional staff members by coordinating a variety of training seminars, workshops and attendance at professional conferences.

The college also has been a leader in developing online programs to meet students’ needs for flexible scheduling and alternate methods of instruction. De Anza offers a number of degrees and certificates for which students can earn at least half their required units online. Online enrollment has nearly doubled over the past four years, from 12% of total enrollment to 22%, and success rates have also increased.

The pursuit of excellence extends to De Anza’s award-winning career training programs, designed with input from industry experts and professional advisory boards. The California Community College Chancellor’s Office has given Strong Workforce Star awards to 23 career training programs at the college, recognizing their track record of helping students make significant financial or employment gains.

De Anza’s Athletics program also sets – and achieves – high standards. The college has won the Coast Conference All Sports Trophy for 12 years in a row and its football team won its conference championship bowl last year. Athletics at De Anza places a premium on academics, with a dedicated counselor and academic adviser for student-athletes.

The Accrediting Commission for Community and Junior Colleges renewed De Anza’s accreditation in June 2018, with no deficiencies or recommendations, for the full accreditation cycle ending in 2024.
Student-Centered Instruction

De Anza College is an institution – and community – dedicated to providing innovative and effective instructional programs in a welcoming and supportive environment.

The college uses evidence-based best practices and a data-driven approach to planning, evaluating programs and allocating both financial and human resources. Every five years, through a shared governance process, De Anza develops an Educational Master Plan that includes institutional metrics for measuring progress on clearly defined goals for student success, including course completion, retention, transfer, equity, civic engagement and other priorities.

Each college program undergoes a rigorous annual review that draws on measurements of student achievement rates. Departments use an online data tool to examine their students’ success rates by ethnicity, gender and other characteristics, including enrollment in special programs such as those serving students with disabilities or low incomes.

A key value, inherent in all of De Anza’s planning efforts and instructional programs, is a campuswide commitment to student equity, including the closing of the achievement gap seen historically in lower success rates for African American, Latinx, Filipinx and Pacific Islander students, compared with other groups.

De Anza uses its annual review process and a formal Student Equity Plan to address this goal and measure progress in reducing disproportionate rates of enrollment, retention, course completion and other metrics.

Along with equity and accountability, De Anza has fostered an environment that encourages new and innovative approaches to instruction.

One example is the Vasconcellos Institute for Democracy in Action (VIDA), which promotes civic engagement by coordinating service learning opportunities for students to gain real-world experience with a variety of nonprofit organizations and campaigns.

De Anza also offers extensive academic support to all students, both face-to-face and online, through its Student Success Center. Support services include peer-led individual, drop-in and group tutoring. In addition, workshops are offered on student life, study skills, reading, writing and grammar, along with specific academic subjects such as math, science and business.

The college has moved to address another challenge faced by many students – the high cost of textbooks – through the faculty-led adoption of free and low-cost textbooks and other course materials. This effort has included an innovative partnership with the OpenStax project at Rice University. By recent estimate, more than 25,000 students have used open educational resources at De Anza, saving more than $2.5 million annually in textbook costs.
As part of its commitment to promoting equity in student achievement, the college strives to make all students feel supported and included on campus.

This effort begins with the work of De Anza’s innovative Office of Outreach and Relations with Schools. Outreach counselors and staff members conduct hundreds of visits to regional high schools each year, and organize annual conferences that bring thousands of high school students to the De Anza campus. The goal is to build early relationships and provide enrollment assistance to prospective students, particularly students from historically underserved communities.

Once on campus, students have numerous opportunities to participate in multicultural programs and share diverse perspectives. The college’s Equity and Engagement Division includes an Office of Equity, Social Justice and Multicultural Education, which sponsors campus events and ongoing programs focused on equity, social justice and a healthy respect for diversity. This office also operates the Jean Miller Resource Room for Women, Genders and Sexuality, which is open to all and supports the LGBTQQI+ community on campus.

A number of clubs and Learning Communities, open to all students, also provide support for students of color at De Anza. These include the African American/African Ancestry program, First Year Experience, IMPACT AAPI, Latinx Empowerment at De Anza (LEAD), the Men of Color Community (MC2) and Puente.

De Anza also has programs to assist students who are economically disadvantaged, extending beyond traditional sources of student financial aid.

- The De Anza College Promise offers free tuition for two years, plus $1,000 toward books and materials, for first-time college students attending full-time. This program also provides dedicated counselors and other support through the college Office of Outreach.
- The Extended Opportunities Programs and Services (EOPS) office provides academic counseling, financial assistance, transfer support and other services to students who face social, economic, educational or linguistic barriers.
- The Occupational Training Institute (OTI) offers job training and other services for students who have been laid off or are transitioning from the state’s financial assistance program for needy families.

Through the Office of Outreach, De Anza has developed a multi-pronged effort to assist the significant number of students who struggle to meet basic needs for food, shelter or transportation. A recent survey found 62% reported experiencing food or housing insecurity in the previous year. The college Food Pantry provides students with food staples, snacks, toiletries and emergency vouchers, while satellite locations around campus offer items such as peanut butter and jelly sandwiches. The Outreach Office provides referrals to agencies that offer emergency shelter assistance. The college also provides a SmartPass, for which students pay a nominal quarterly fee to ride free on the county transit system. The college recently launched a promotional campaign to make more students aware of these resources.

De Anza also provides extensive support for students with disabilities, including dedicated counselors, physical accommodations, adapted physical education, a computer accessibility lab and programs for students who are deaf or hard of hearing. De Anza served 1,280 students with disabilities last year.
Other specialized programs include Higher Education for AB 540 Students (HEFAS), which provides peer support, advocacy and resources for undocumented students, and the Veteran Services office, with dedicated counselors to assist students who are military veterans or military dependents.

De Anza draws international students from around the world, with about 1,700 students attending on F-1 visas last year. These students enroll in a variety of classes and participate in the general life of the campus, while receiving specialized services from dedicated counselors and advisers in the office of International Student Programs.

A Beautiful and Vibrant Campus

On a typical day, the De Anza campus is buzzing with activity. But there are also quiet spots for outdoor study and contemplation, including natural gardens, peaceful fountains, outdoor murals and sculptures, scattered among the college’s buildings and labs.

Over the past two decades, the campus has been expanded and upgraded extensively, thanks to community support for two major bond measures in 1999 and 2006. These provided funds for construction of new buildings and renovation of existing facilities, including technology upgrades in the library and numerous classrooms.

Additional projects included installation of solar energy arrays and restoration of two historic structures that date from the time when De Anza’s campus was part of an agrarian estate. These are the old stone Baldwin Winery building, which now houses the Financial Aid Office and part-time faculty offices, and the 120-year-old Le Petit Trianon building, home to the California History Center.

Nine campus buildings have been certified as meeting national Leadership in Energy and Environmental Design (LEED) standards for environmental sustainability. Two of these – the Kirsch Center for Environmental Studies and the Media & Learning Center – have attained LEED Platinum status, the highest rating for an energy-efficient, green building.

The Kirsch Center was the first “green” demonstration building in the California community college system. Home to the Environmental Studies Department, it sits alongside the 1.5-acre Cheeseman Environmental Study Area, a lush natural garden and outdoor classroom containing more than 400 species of plants, which is used for research and study by the Environmental Studies and Biology departments.

De Anza also boasts a 5,000-seat stadium and a separate aquatics complex, with Olympic-size pool, that regularly hosts intercollegiate swimming and diving competitions.

Other campus landmarks include the De Anza Planetarium, one of the largest school facilities of its kind in the western United States, and the Visual & Performing Arts Center, which includes a 400-seat theater and the Euphrat Museum of Art. The latter is a campus and community resource that regularly hosts unique exhibitions of student and professional artwork, along with classes and other events.

Both the Planetarium and the Euphrat are overseen by De Anza’s Community Education Division. The division also coordinates an extensive catalog of short-term, noncredit courses for adults, as well as the year-round De Anza College Academy, which provides enrichment and recreational classes for students in grades K-12. Through these programs, the division serves nearly 35,000 community residents each year.
The Next President

The president should be a unifying leader who can articulate a clear vision and inspire dedication to achieving the college’s core mission and values; an innovative leader who seeks a long-term career in a dynamic setting; and an empathetic leader who is committed to academic excellence, student equity and student success.

The next president of De Anza College must:

• Provide leadership in developing long-range planning that will improve enrollment, financial stability, educational programs, student services and technology.

• Build consensus through consultation, collaboration and teamwork, and through an understanding of and commitment to participatory governance and the role of faculty members, administrators, classified professionals and students in college decision-making.

• Serve as a leader who is highly visible and engaged on campus and in the community, who is accessible, approachable, open-minded and honest, and who listens to all faculty members, classified professionals, students and community members.

• Support and continue De Anza’s best practices for high standards in programs and services while embracing a vision that encourages innovation.

• Work in partnership with local business, industry, nonprofit, government and educational organizations, as well as individual donors to increase educational opportunities for our students and local communities.

• Demonstrate experience managing the resources of a college and an understanding of the funding mechanism of the California Community Colleges, to guide college resource allocation and student-centered planning.

• Believe in and be prepared to act to ensure personal and institutional accountability based on data, evaluation and assessment.

• Be knowledgeable about state and national initiatives such as the Student Equity and Achievement Program, College Promise, Strong Workforce Program, Guided Pathways, Online Education Initiative, and the California Adult Education Program – including the ways that these initiatives support the state’s Vision for Success, and their impacts on De Anza College.

• Prioritize college and district values and policies in support of equity, social justice, diversity and academic excellence.

• Listen openly and take into account the concerns and efforts of faculty members, classified professionals and students to lead positive changes and innovation in their areas of expertise, for the benefit of students and the college.

• Demonstrate deep commitment to understanding and responding to conditions impacting student life, including advocating for and supporting undocumented students and other marginalized student populations.
Professional Qualifications

Minimum Qualifications

• Understanding of, sensitivity to, and respect for the diverse academic, socioeconomic, ethnic, religious and cultural backgrounds, disability, and sexual orientation of community college students, faculty members and classified professionals

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• Minimum of three years of educational leadership at the senior level

Preferred Qualifications

Abilities
An exceptional record of growing, supporting and strengthening an institution through innovation, community partnerships, financial stewardship, and the advancement of shared values, vision and mission to ensure academic quality and student success.

Experience

• Experience successfully managing a complex organization with competing needs and priorities. Expertise in the areas of enrollment management, fiscal management, technology leadership, accreditation processes, participatory governance processes, labor relations and data-driven decision-making.

• Demonstrated ability leading strategic planning, coalition- and consensus-building, cultural competency, communication and transparency, and individual and institutional accountability, as well as creating a positive tone on campus while embracing a diversity of perspectives and opinions.

• Community college administrative experience, preferably within the California Community Colleges system.

• Significant and successful experience building local partnerships with business, industry, nonprofits, government and other education organizations to advance educational opportunities for students and increase college resources.

• Significant experience teaching, counseling or providing other direct services to students in a higher education environment.

• Track record showing deep understanding of, advocating for and implementing student equity.

• Demonstrated success in fundraising and donor engagement.

• Demonstrated knowledge of and commitment to principles of environmental and economic sustainability.
Preferred Qualifications (continued)

Education
An earned doctorate from an accredited institution of higher learning is preferred.

Desired Personal Attributes

- Visionary, innovative, culturally competent and responsive, and effective.
- Respects and demonstrates commitment to equity, social justice and diversity.
- Honors students and respects all aspects of student life.
- Excellent oral and written communication skills and a gift for listening and forging consensus.
- Understands and appreciates the use of technology in teaching and learning.
- Deep emotional intelligence and empathy.

How to Apply

The application deadline is 11:59 p.m. on March 20, 2020. The position will remain open until filled.
This is a confidential search process.

Apply Online
To apply for this position, please visit the Foothill-De Anza district’s application webpage:
https://chm.tbe.taleo.net/chm04/ats/careers/v2/viewRequisition?org=FHDA&cws=42&rid=4292

You must complete all the required sections of the online application that are marked with a red
asterisk – including Email Registration, Contact Information, Additional Information, Diversity Statement,
Required Attachments (resume and cover letter) and Certify Application (e-signature).

To avoid an error message, please type “see attached” in the cover letter section.

After you submit your application, you will see a Voluntary Equal Opportunity Questionnaire. We invite
you to complete the optional self-identification fields, which are used for compliance with government
regulations and record-keeping guidelines.

Please attach the following two items to your online application:

- A letter of application that succinctly addresses the background, knowledge and experiences that
  have prepared you to serve as president of De Anza College, as well as the leadership and personal
  qualities and characteristics that would serve as underpinnings for your service as the
  next president. (This should not exceed five pages.)
- A current resume including an email address and mobile telephone number
References
Upon completing your online application, please send an attachment containing the following information to Dr. Fran White at the email address below.

• A list of references that includes the following (two each):
  ◦ Supervisors
  ◦ Direct administrative reports
  ◦ Faculty members
  ◦ Classified staff members
  ◦ Students
  ◦ External community representatives with whom you have worked
• For each reference, please include mobile and business telephone numbers and email addresses.

References will be contacted only for finalists.

Transcripts
Upon hiring, the successful candidate will be required to provide official transcripts.

Contact
For CONFIDENTIAL inquiries or further information, contact
  Frances White, Ph.D.
  Community College Search Services
  415.637.4148
  franlavone@comcast.net

Equal Opportunity Employer
Foothill-De Anza Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, sex/gender, religion, sexual orientation, gender identity, gender expression, marital status, veteran status, medical condition and physical or mental disability consistent with applicable federal and state laws. Reasonable accommodations will be provided for applicants with disabilities who self-disclose and request accommodation.
Search Timeline

Jan. 27-March 20: Recruitment

March 25-April 9: Search committee members screen applications

April 10: Search committee meets to select candidates for interviews

April 27-28: Search committee interviews candidates and selects finalists

May 6: Chancellor announces finalists and schedule for campus visits

May 11-14: Finalist visits (two days each) to De Anza for public forums, meeting with constituency groups

May 18-22: Possible site visits to finalists’ campuses

June 2: Chancellor presents recommendation to Board of Trustees

June 2: Chancellor announces new president pending board approval