Profile of the College, District, and Community

The Foothill-De Anza Community College District

The Foothill-De Anza Community College District consists of two colleges located in the greater Silicon Valley in Northern California. It primarily serves the Santa Clara County communities of Cupertino, Los Altos, Los Altos Hills, Mountain View, Palo Alto, Stanford, Sunnyvale, and West San Jose, which have a population of almost half a million residents.

The district, responding to the expressed needs of these communities, exists to provide high-quality educational opportunities that promote the development of individual abilities and competencies and enhance the quality of life within the communities it serves. The district is publicly supported and locally oriented. It offers a variety of programs and services, including programs for transfer to four-year colleges and universities; career education programs; programs and services for students who lack a strong educational background; and continuing education courses and programs that foster cultural growth, life enrichment and skills improvement.

De Anza College

Since the fall of 1967 when the college first opened its doors to the community, more than 660,000 Silicon Valley residents have received an outstanding education at De Anza College. The college has 307 full-time faculty, 287 classified staff, 33 administrators, and more than 600 part-time faculty. More than twenty-five thousand students enrolled for classes in Fall 2003 and the college expects to grow to about 30,000 students in the next decade.

De Anza College is known for achieving exemplary student outcomes in its transfer, career and developmental education programs, and is regarded as one of the best community colleges in California and the nation. The college has a strong general education core and offers more than 100 vocational degree and certificate programs that are generally completed in two years or less. Its community education and professional and workforce development programs are also highly regarded by business, schools, and community partners.

De Anza College is widely admired for its distinctive architecture that harmonizes with the surrounding community and creates a welcoming campus atmosphere. The college has 61 buildings including the Flint Center, a 2,570-seat performing arts auditorium; a newly renovated Olympic aquatics complex; a 5,000-seat Outdoor Events Arena; a 170-seat Planetarium; the California History Center, the Multicultural-International Center, and its three-story Advanced Technology Center.
The college has a long-standing commitment to innovation and the use of new and emerging technologies and is known as a leader in distance learning. More than 2,000 computers are available for student use, and 70 percent of those are new within the last three years.

A comprehensive facilities modernization program is underway at the college. Every classroom and office is being upgraded and by the end of 2004, these major buildings will be under construction:

- **Science Center**, a $20-million, 46,000-square-foot complex housing chemistry and biology laboratories as well as a science technology resource center.
- **Student & Community Services Center**, a $15-million, 44,000-square-foot building for Counseling, Admissions and Records, Disabled Student Services, Transfer and Career Services, and the Bookstore.
- **Kirsch Center for Environmental Studies**, a $11-million, 22,000-square-foot "green" building that will exceed state energy efficiency standards and will serve as a living laboratory for students and the community.
- **A multi-level parking structure**, a $15-million facility to increase student access.

### The De Anza Community

In Fall 2003, the college served more than 25,000 students from diverse ethnic, cultural, educational and professional backgrounds. The college's enrollment included 4 percent African American, 32 percent Asian, 5 percent Filipino, 12 percent Hispanic, and 26 percent Caucasian students. More than 90 percent of the college's student body lives in Silicon Valley, and 1,100 international students come from 89 countries.

### Challenges and Opportunities

The President provides strong, consistent, and visionary leadership that will:

- Inspire the college community in the areas of continued growth, diversity, excellence and innovation in educational programs and forge new directions through leadership and personal initiative.

- Lead the college in advancing its goals pertaining to student equity, access and success; diversity in faculty, staff, and administrators; and building relationships with the diverse communities served by De Anza College.

- Serve as a strong advocate for De Anza College and for the California Community Colleges before the state legislature and state governmental agencies.
● Lead the college in acquiring external sources of funding, i.e., future bond measures, not for credit/fee-based courses online and/or in traditional classroom settings, grants, strategic alliances, etc.

● Keep the college focused on “the big picture” – vision, strategic goals, and a bright future – while guiding the college through changing and challenging economic conditions.

Preferred Characteristics of the President

Educational Leadership

● An educator and lifelong learner who is passionate about quality teaching and learning processes and who will support innovation in teaching and learning

● A student-centered leader who understands and supports the role of support services and student development

● A leader with a proven record of commitment to student success who will be accessible to students and keep their needs in the forefront when making decisions

Visionary and Innovative Leadership

● A visionary leader who is not satisfied with the status quo but will think ahead and inspire continued growth, excellence and innovation in new programs and new directions

● An adventuresome, spirited person who will thrive in the cultural climate of Silicon Valley, a culture most often characterized by innovation, speed, agility, and continuous workforce education, training, and re-training

Campus Leadership

● A team-builder who makes wise personnel choices and builds effective working relationships within the administrative team and among the campus and community constituents

● A committed leader with a proven track record in attracting and retaining a diverse faculty, staff, and administration as well as a demonstrated ability to lead the college in meeting its diversity goals

● A knowledgeable budget manager who can advocate for the college in external environments as well as oversee the budget process in a fair, even-handed manner in the internal environment
● A highly ethical individual who models trusting relationships, whose words and deeds are internally and externally consistent, and who is guided by the highest ideals of integrity

● A friendly, approachable and highly visible person with good communication skills who will meet with faculty, staff, and students as well as support their efforts and recognize their accomplishments

● An agile leader who can balance the competing demands of working effectively with faculty, staff, and students in the internal environment with the need to build on the goodwill of the various local communities as well as state and national leaders served by the college in the external environment

● An energetic leader who will thrive in the college’s culture of innovation, freedom to try new ideas, and a “can do” work ethic

Governance Leadership

● A leader who will support the district’s commitment to participatory governance and the role of all constituents that include faculty, administrators, staff, and students. These constituents participate in the decision-making process and in the development of recommendations to the Chancellor and Board of Trustees.

● A leader with successful experience in collective bargaining and/or a combination of knowledge, skill, ability, and commitment sufficient to work effectively in a collective bargaining environment

Community Leadership

● A well respected and influential leader who is active in state and national educational organizations, who is knowledgeable of emerging opportunities, and who can provide both support and leadership in the development of programs

● An effective fund-raiser with a proven track record and a strong commitment to successful fund-raising at De Anza College

● A “quick study” who can work effectively in complex organizational and political environments, including the state legislature and federal agencies

● A leader with technological literacy commensurate with the college’s role as a leader in technology, who understands the challenges inherent in this role, and who possesses the ability to work on behalf of the college with the highest levels of industry

● A committed leader who will be passionate about De Anza College and about providing
leadership in an diverse community and student body with the ability to build positive relationships with individuals and groups from diverse backgrounds, cultures and interests

Minimum Qualifications

● Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, cultural, disability, religious background, and sexual orientation of community college students, faculty, and staff

● Master’s degree required; earned doctorate preferred

● Experience working with Boards of Trustees or comparable governance structures or within a multi-campus district organizational structure

● Five to 10 years experience in progressively responsible positions in educational administration

The Application

Nominations and applications will be accepted until the position is filled. However, to ensure full consideration, individuals should submit a complete application by 5 PM on Monday, February 9, 2004 as the Presidential Search Committee will begin its review of applications immediately after this date.

To Apply

Submit a letter of application (not to exceed five pages) that describes how you would address the challenges and opportunities identified and how you meet the stated personal and professional qualifications. Submit a current resume, including an e-mail address and cell phone number. Applicants should fully describe qualifications and experiences that have prepared them to serve the needs of the college. As a separate document, submit a reference list with the names, telephone numbers and e-mail addresses of nine references: two supervisors, two board members, two direct-reports to the candidate and three faculty members from your current or former institutions. These three documents will serve as the basis for the initial review of materials.

PLEASE SUBMIT APPLICATION MATERIALS TO:
Chair, Presidential Search Committee
c/o Ray Sarria, Employment Services
Foothill-De Anza Community College District
12345 El Monte Road, Los Altos Hills, CA 94022

In addition to a mailed hard copy, an electronic copy of the application package is required, and should be e-mailed to sarriaray@fhda.edu and to searches@acct.org.
For additional information, visit the college’s Web site at [www.deanza.edu](http://www.deanza.edu) or contact Del Anderson, ACCT Search Consultant, 510-638-5288, or e-mail at delanderson@earthlink.net; or Narcisa Polonio, Director of Board Leadership Services, 202-775-4667 ext. 118, or 202-276-1983 or e-mail at npolonio@acct.org.

Information is also available on the ACCT web site at [www.acct.org](http://www.acct.org).