

Needs and Confirmations for May 16, 2022

I. Confirmations

A. Affordable Housing Task Force (Request from Eric Reed)

The Executive Committee of the Academic Senate at its meeting of Monday, May 16, 2022, will consider the statements of interest and confirm the faculty member for this work. For more information, email EricReed: reederic@fhda.edu

Name	Division	Department/Area	Status
Mark Landefeld	Kinesiology and Athletics	Athletics	Part-time
<p>* I grew up in this district, attending Foothill and De Anza. * I was a renter in this district while completing my transfer program. * I have been a renter while completing my M.A. at SJSU. * * After many years as a renter and adjunct faculty member, I am happy to say I am a homeowner in this district. * I have been through the months of not being confident about paying the rent, wondering if my course of study would be set back. * Through my wife's ownership of rental property, I am very much aware of that side of affordable housing. I have completed break-even analysis on her property in order to set workable rents to retain favored tenants. I have assisted her in some decisions on major maintenance vs deferrals, recognizing what safety and liability issues are at play.</p> <p>Diversity in affordable housing to me means empathy for potential students, understanding that housing situations that ignore or more importantly, isolate specific cultural backgrounds may not be sustainable. The ability to find "International House"-type opportunities (housing students from a variety of backgrounds in a mutually supportive environment) may be a key to addressing our students' needs.</p>			

B. Hiring Committee for Faculty Coordinator of Equity in Online Education

Committee will meet Spring 2022 to create the job announcement. Work on reviewing applications, choosing interviewees, and holding interviews will take place Fall 2022.

To apply, please complete the form found at [Request to serve form](#) (maximum of 400-word statement requested) by 5:00 pm on Wednesday, May 11, 2022.

Name	Division	Department/Area	Status
Cheryl Jaeger Balm	PSME	Mathematics	Full-time tenured
<p>1) Diversity on this hiring committee is important because this faculty director will likely be working with every single instructor at De Anza. Ideally, the person hired would be chosen by a group of people with diverse backgrounds, disciplines and pedagogical styles that represent the broad array of styles and opinions found amongst the De Anza faculty and staff.</p> <p>2) Over the past two years I worked very hard, with the help of Heidi and Dawn, to make my Canvas courses as navigable and student-centered as possible. I attended their eight-part Summer Lab for Online Teaching Development in 2020, and I'm familiar with the OEI Course Design Rubric. I have also attended several webinars on the impact of online learning on Black and Latinx students as well as the 2021 AAC&U symposium on the Legitimacy of Learning and Academic Integrity focusing on online instruction.</p>			

Name	Division	Department/Area	Status
Judy Cuff-Alvarado	BHES	Biology	Full-time tenured
<p>Hello! 1. It is vital that the De Anza family of employees reflects the socio-ethnic diversity of our student community. We can only expect to achieve access to the advantages of a diverse workforce if our recruitment process is truly centered around a shared appreciation of diversity and multiculturalism. In my 25+ years teaching at De Anza I have been on many hiring and tenure committees. I am a white, cis-gendered, able bodied female. I am first generation Irish-American raised in a working class community in NYC. Sharing migration stories and preferred pronouns with my students has taught me the power of learning through shared experiences and personal stories.</p> <p>2. My online teaching skills have evolved over the last 16 years when I first began working with the Distance Education team. Over the years I have grown to deeply appreciate the work of the instructional designer. I simply can't do my job without them. The last 2 years have proven how important the instructional designer can be. I am happy to be a part of this committee if that is</p>			

	useful to the college.
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Name	Division	Department/Area	Status
Dawn Lee	ASLR	Office of Professional Development	Full-time tenured
	<p>1) Two aspects of equity-mindedness are important to this hiring committee. First, my experience working in prior roles that advance equity and inclusion inform my approach to serving on this committee. I am aware of and am actively working on my own implicit bias. I am also actively engaged in expanding and understanding my own relationship to cultures, experiences, and realities different than my own so that I may interact with others with greater empathy and compassion. This openness and accountability to self and others enables me to be a committee member that is keenly aware of and responsive to the dynamics that threaten equity and inclusion on the committee as well as with the candidates we consider and ultimately hire at De Anza College.</p> <p>2) I have worked as the Faculty Director of Professional Development and collaborated closely with Online Education for the past 5 years. I deliver workshops and training on instructional design and support faculty with their own growth and development. I am a certified Gallup Strengthsfinder Coach, Certified Virtual Online Facilitator, and I have completed CoActive Coaching Fundamentals that centers client self-efficacy, goals and growth. I identify as a first generation, Asian American, gender-fluid, woman of color.</p>		

C. Six faculty for Stakeholder Sub-Groups Measure G Bond Projects

To apply, please complete the form found at [Request to Serve Form](#) (maximum of 200-word statement requested) by 5:00 pm on Wednesday, May 11, 2022.

Name	Division	Department/Area	Status
Lydia Hearn	Language Arts	English	Full-time tenured
	<p>I feel I would be a good candidate because I approach being a representative with a campus-wide view. My experience in shared governance as a past Academic Senate president and having served on several committees including the Facilities Committee, IPBT, College Council, just to name a few, prepare me to collaborate well with fellow committee members and assist in bringing more history and knowledge of college processes and effective student retention practices to the conversation. Most recently, as a former Guided Pathways co-coordinator and the current Title III</p>		

	grant project director, I am interested in efforts, including physical spaces on campus, that provide more opportunities for students to build community and access wrap-around services. My particular interest in serving on this committee is to envision how facilities, especially the new services for students building, can play a role in closing equity gaps. I believe diversity is very important on this committee because there are so many different populations of, entry points for, and goals of students on our campus that having many perspectives on the committee will help maximize our ability to represent our diverse student body.
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Needs

A.. [Need for one faculty voting member position on Administrative Planning and Budget Team \(APBT\)](#)

To apply, please complete the form found at [Request to Serve Form](#) (maximum of 200-word statement requested) by 5:00 pm on Wednesday, May 18, 2022.

B. Faculty rep to serve on Hiring Committee for Vice Chancellor of Technology

Must already have EEO Training

Meeting 5/20/2022 3:30 – 4:00 pm	Discuss Screening Criteria/Writing Sample/Interview Questions	
April 2022	Discuss Screening Criteria/Writing Sample/Interview Questions	TBA
Friday, May 20, 2022	Recruitment for position closes today at Midnight	Midnight
Tuesday, May 24, 2022	Initial review by Human Resources	Human Resources reviews applicant pool
Wednesday, May 25, 2022	Anticipated release of application pool to hiring Committee	
Wednesday, June 1, 2022	Meet via Zoom to Select Interview Candidates	TBD
Wednesday, June 15, 2022	Interview Dates via in person	8 - 5 PM
Thursday, June 16, 2022	Interview Dates via in person	8 - 4 PM
Thursday, June 16, 2022	Deliberate	4 - 5 PM