

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)

12 Faculty volunteers, including 1 PT faculty member

Tim Harper

SSH - Social Sciences & Humanities

Part Time

I have been in executive leadership positions within educational programs that had between 100-300 teachers and served 1,000+ families. I believe in ethical leadership and seek to serve on this committee to use my experiences to ensure that those that seek to lead De Anza base their work in equitable and ethical leadership.

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I am committed to the core belief that in order to ensure the amelioration of the inequitable outcomes of people experiencing oppressions within our society, we must create systems of education and care across all sectors of our society that end the oppressive systems which persist inequities.

Robert Alexander

Counseling

Full Time, Tenured

My responsibility as a counselor/instructor has always been to support students of all abilities, educational backgrounds, gender identities, sexual orientations, socio-economic circumstances, religions, and cultural and ethnic groups to develop the skills they need to reach their personal, professional, and academic goals and to meaningfully engage in civic life. I have an ongoing partnership with DSPS, EOPS, Umoja, and Puente. I have led workshops or taught classes for each of our special programs at my current community college and from 2014 to 2018 I was the Chair of our Counseling Equity Committee. I have attended NCORE (National Conference on Race and Ethnicity) and the White Privilege Institute for multiple years. Moreover, I am one of the lead trainers of ISW (Instructional Skills Workshops) at De Anza College. My training, background, and understanding make me an ideal candidate for the Vice President of Instruction Committee.

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My personal experience, educational background, and work experiences have allowed me to see situations and opportunities through multiple lenses. Some lenses were dark and shady while many others were clear, colorful, and visionary. I want to continue to use these various lenses as a tool so that I can be a part of the change and provide all possible support for students, faculty, and staff from diverse backgrounds which would include academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, sexual orientation, and physical ability so that my students can continue to thrive and reach their goals.

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.

Salamander Breiter

Social Science and Humanities/ Humanities

Full Time, Tenured

I have great deal of institutional knowledge and experience that give me a good sense of the diverse needs of our students and the nuances of our college, including but not limited to: Full-Time Instructor in Humanities, Humanities Chair and Co-Chair, Adjunct Instructor in Sociology and Anthropology, Cohort Instructor for Honors, LINC, FYE, Sankofa, REACH, and Humanities Mellon Scholars, Mentor for New Faculty and for Humanities Mellon Scholars, Multicultural Curriculum Facilitator, Partners in Learning Conference Planner and Organizer, Facilitator of Many Staff Development Seminars and Panels, EO Representative and Participant on Many Hiring Committees, Chair and Participant of Many Tenure Committees, Participant on Many Steering Committees including the Equity Office, The California History Center, and The Euphrat Museum and finally Multiple Roles in Guided Pathways Including General Lead.

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I believe that diversity is the heartblood of any institution, and particularly higher education. A student-centered environment that welcomes and celebrates diverse life experiences and philosophical perspectives helps to awaken a sense of wonder and potential for students, particularly when they themselves feel valued and included. We all need to be challenged to consider our own limitations of knowledge and to be offered new ways of seeing and understanding the physical, social, cultural and political worlds around us. Students also thrive in environments that represent and offer directed support to them. Our most vulnerable students have higher potential for success when we specifically commit to serving their needs. We ensure that our institutions live up to these commitments and achieve these outcomes by modeling our own work and our processes and procedures in this way. Hiring committees, and particularly those directed at selecting directors/administrators who will provide vision and guidance, should be representative of our diverse perspectives and life experiences. We can be particularly successful when we seek underrepresented voices and identities **[truncated]**

Monica Ganesh

Language Arts EPS

Full Time, Tenured

I think I would be a great fit for the Vice President of Instruction hiring committee because throughout my twenty two year career as a counselor for both high school and community college students, my focus has been in creating programs with equity and social justice in the forefront to support students in gaining awareness and access to undergraduate programs, careers and beyond. I joined De Anza as the Interim Puente Counselor/Coordinator where I helped guide the cohort through their first year of college. I was then hired for the new tenure position of Language Arts Basic Skills Counselor, now called EPS where I developed the role to help disproportionately impacted students navigate their way through basic skills classes, develop and reach their educational and career goals. I serve mainly first-to-college and non-traditional populations, including historically underrepresented populations. In addition to my counseling responsibilities I'm an active member of our shared governance including being a committee member for the AB705 steering committee, the former Co-Chair, a current member and College Council Representative for DALA, a member of the Appeals Review Committee and I have also served as in the Language Arts Division Council representative for counseling. I am interested in participating in this Committee to bring embedded counselors student services perspective guided by principals of equity, diversity and inclusion. Thank you for your consideration.

Ilan Glasman

Creative Arts: MUSIC

Full Time, Tenured

1. As department chair, I work very closely with the deans and the VPI. I understand the delicate balance in ensuring and enabling the success of the various programs on campus. I appreciate the difficult decisions the VPI needs to make and, therefore, personality matters. I would be able to help steer the conversation towards how the new VPI would handle various situations. I have also served as academic senator, IPBT member, PDL committee member as well as tenure and hiring committee member.

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2. I think the committee should include as wide a representation as possible with regards to disciplinary backgrounds. Since all faculty are experts in their areas, it would give the broadest based information to consider. I think there should also be non-faculty members on the committee, as to diversity in the respect, too. Administrators, Classified employees, student and affinity groups should be represented on the committee.

Bob Kalpin

BHES- Biology

Full Time, Tenured

I was an AS representative for the BHES division for six years, as both a part-time and full-time instructor. The hiring committee should represent a diversity of experience and perspectives.

Jayanti Roy

Social Studies & Humanities/Child Development & Education (CDE)

Full Time, Tenured

As an early childhood educator, over the past two decades, I have held diverse positions at different colleges and universities: Executive Director of Early Care and Education at UCLA, Executive Director at Pacific Oaks Children's School and Director at Stanford University's preschools. At UCLA, as Executive Director, over 120 unionized employees reported to me, and I worked diligently with the union representatives on a daily basis. I been a member of several interview teams, and at De Anza, as an at-large member of a tenure review committee. My Ph.D. (in progress at Saybrook University, ABD) and my Executive Program at University of Pennsylvania (UPenn) in Social Impact have helped prepare me for working with diverse individuals in the ever-changing fabric of our world. I am a proud graduate of De Anza college, and feel that my commitment to my school has helped me realize the impact I can have in my field of education.

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In June 2010, I was recognized for my efforts at respecting and engaging diversity at the NAEYC Institute in Phoenix where the program that I supervised was recognized nationally as one of ten exemplary programs for engaging diversity. I can speak several languages and consider this to be an asset while working with diverse individuals. Serving on the committee will allow me to continue that effort in my commitment to diversity.

Ravjeet Singh

Social Sciences and Humanities, Economics

Full Time, Tenured

- Currently serving as a member of the Academic Senate.
 - Attended several sessions as well as facilitated one of the Momentum series presentation (New Equity and Diversity Initiative for Social Sciences and Humanities Division) in 2021.
 - Represented Economics Department at Lisa Delpit conference held at Stanford University on "Pedagogies and Practices for successfully reaching African American students". Attended the training session for Cultural Competence with Geneva Gay at De Anza College reflecting my commitment to gain insights into becoming a culturally competent instructor.
 - In 2016, the Economics department was highlighted at the district level for fall 2016 C.A.R(Conversation, Application and Reflection: Diversity initiative in Social Sciences & Humanities Division)
 - Under my leadership, Department of Economics was awarded the President's Award for Student learning Outcomes Achievement in Spring 2014.
 - I took the initiative in Summer of 2014 to work with the ETS team to change the cryptic banner message on "prerequisite not met" and provide more useful information and guidance to students for the entire district.
 - I have teamed up with Student Success Center at De Anza College for more than 10 years where some of my former students are trained to become peer mentors to my current students.
 - I have successfully coordinated the development of websites of various departments in the Social Sciences Division demonstrating my collaborative skills as an Adjunct faculty.
 - Developed the AA-T degree in Economics and coordinated the development of 3 new classes: Environmental Economics, Economics of Public Issues and Behavioral Economics. Active participant for my department in Guided pathways project for transfer mapping for AA-T degree in Economics.
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Tim Shively

Language Arts, English

Full Time, Tenured

As the President of the Faculty Association I have worked closely with the current Vice President of Instruction over the past six years. Accordingly, I'm familiar with the many facets of college operations impacting faculty (e.g. enrollment, scheduling, conciliation, grievances, etc.) from both faculty and administrative perspectives. I have also served on the De Anza Presidential Search Committee and am currently serving on the District Chancellor's Search Committee as well as committees for the VP of Business Services and interim AVP of Instruction. Thus, I have a wealth of experience serving on search committees for middle and senior management positions. I feel it's absolutely essential to have an FA perspective on this committee.

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Having taught at De Anza since 1992, I've witnessed our college community's understanding of diversity evolve over the years. From my early mentoring under Jean Miller, I've learned that we need not just to "accept" diversity but to actively promote it--in our curriculum, our policies and processes as well as in our representation both officially (e.g. on committees) as well as employees. As our focus has shifted from infusing multiculturalism in our institution (successfully, I would argue, though it's a lifelong pledge) to foregrounding equity, the institution has had, and continues to have, its struggles. No one ever said it would be easy. But I think the biggest challenge before us now is to embrace equity in every venue, in all its diversity, including gender, sexuality, class, physical ability, linguistic and religious equity. The VP of Instruction position will be crucial to implementing such change on the ground floor, without shirking from the responsibility when there are dollar signs attached.

Susan Thomas

SSH, Psychology

Full Time, not tenured

I have invested myself in many areas of the campus so I bring a breadth of exposure, influence, and experience since 2016: Academic Senate (2 years while PT faculty); Part-time faculty member (4years); Full-time Faculty in Psychology (2+years, tenure Phase III); Mellon Scholar Mentor, Faculty Advisor to Active Minds Club; Equity Core Team Member for SSH, and over 320 professional development hours in the past few years.

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"Diversity matters" everywhere, all the time. On the hiring committee for VPI, it is essential that all constituencies have a voice. Diversity of discipline, role, thinking, opinion, training, expertise, etc. matters and should be included in the decision making for this critical position for the college.

Felisa Vilaubi

Language Arts- EPS 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, IPBT, 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.

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I fully appreciate the importance that this position holds in helping to set and cultivate the culture at De Anza. Diversity on this committee is imperative. Multiple viewpoints should and need to be considered when thinking about what is in the best interest of students, employees and De Anza as a whole. In order to make sure we have ample perspectives represented, the committee needs to include diversity from across the campus. Diversity of ideas and experiences also need to be considered.
