

# Chancellor's Hiring Committee

## Campus and District 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 questions is 300 words. (Longer responses will be truncated.)

## District Part Time Representative (Select 1)

1 faculty volunteer

**Daniel Allen Solomon**, Social Sciences and Humanities, Anthropology

1. I am a white working class man and a first generation college student with a PhD in anthropology from UC Santa Cruz. I teach anthropology and women's studies at De Anza. I served De Anza Academic Senate as a division rep, as a faculty rep on IPBT, as a member of the hiring committee for Director of Psychological Services, and in other roles. I am in the third year of my appointment as PT rep on the Faculty Association Negotiations Team. I have experience working with District administration, and I believe that I have sufficient grasp of administrators' duties and prerogatives to recognize a candidate who can respect faculty while fulfilling their responsibilities to other campus constituencies, and to the communities we educate.
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 chancellor who can be representative and who values all forms of diversity in our community.

As for myself, I fit into some privileged categories yet also bring the experience of a first generation college student, a community college transfer student, and a working class person. I have always been working class and despite having attained the highest degree offered in this country, my household wealth and my sensibilities about power remain working class. I look forward to bringing my values to bear in the process of selecting the right person to fill the highest paid, highest ranking administrative office in our community.

## De Anza Faculty Representative (Select 1)

4 faculty volunteers

**Daniel Allen Solomon (withdrawn in favor of PT Rep position)**

**Kim Palmore**, Language Arts, English

1. I have been co-chairing Guided Pathways for several years, which has given me a broad overview of campus events and needs. It has familiarized me with people from across the campus, and because I am in contact with so many employees at De Anza, I understand both the strengths and needs of many areas. I have also served on FA for the last seven years, so I have districtwide experience, which gives me perspectives based on each campus. Diversity matters, clearly, and while I don't like people requiring that I divulge my personal identities and experiences, I will tell you that I grew up in virtual poverty as an easily identifiable lesbian in a time of great discrimination. I have experienced violence, oppression, and marginalization that makes me sensitive to the weaknesses of patriarchy in all of its forms. My mother's mental illness has made me both empathetic and compassionate. I am a linguistic and cultural polyglot who has been a member of multiple classes. I hope you find me as a token of diversity because I bring with me vision, passion, and integrity.

**Cynthia Kaufman**, Equity and Engagement, VIDA

1. I have been a De Anza faculty member since 1991. I was hired to teach Philosophy, and for many years have been the director of VIDA, our civic engagement office. Since the beginning of my time here, I have worked hard to transform the institution in the direction of equity. I helped found the Women's Studies department, I served as the college's multicultural curriculum specialist, I supported students in the creation of HEFAS and the Women Gender and Sexuality centers. I have served on many hiring committees, and many versions of what is now the Equity Action Council going back twenty years.
2. Our district's next chancellor needs to be someone who is well versed in current equity practices. They need to be committed to fostering respectful and humble relationships with all college groups. Diversity matters in the sense that it matters that the needs of everyone in our district get taken seriously in all of the work we do. It matters that everyone on this hiring committee understands, and is willing to fight for equitable processes to that will get us to the outcome of hiring a chancellor who fully embraces an equity agenda. I do believe that it is important for a committee to have diverse representation in terms of the identities of the individuals on the committee and the disciplines they come from, but I do not think that is as important as the values a person is willing to work for and how hard they are willing to advocate. My own racial identity is white, my ethnic identity is Jewish, and my disciplinary backgrounds are in Philosophy and Development Studies

**Erik Woodbury, PSME, Chemistry**

1. I have been a faculty member at De Anza for 10 years, and in that time I have served the college in a variety of ways. I am currently the VP of our Academic Senate and the Co-Chair of our Curriculum Committee. I have also served on IPBT, the GE Committee, numerous tenure committees, and as the Chemistry Department chair. These varied roles brought me into contact with faculty from across our college as well as staff and administrators that help support our educational mission. I have found it important to understand the process and how to best use that to make sure my constituent's voices are heard. If selected, I will work to strongly represent faculty interests and needs. I think that there are many faculty who currently feel that our voices are not being heard and this committee is not one where we can be silent. I will be a strong voice for our faculty.
2. The importance of equity to our District as we move forward cannot be understated. Our new chancellor needs to be very knowledgeable with regards to current equity practices in collegiate settings as well as someone who has a vision for how to constructively apply those to the colleges in our District. This will allow us to better serve our diverse student population over the coming decades and better engage all segments of our community through effective shared governance. It's important that the committee members represent a diversity of backgrounds and experiences, and that these are used to support a competitive and rigorous selection process. I believe that my background as a first-generation college student who teaches in the sciences allows me a unique perspective and one I look forward to using to benefit all faculty.