

We have **Five** faculty members who are interested in serving on the hiring committee for the Associate Vice President for Instruction. Since this is more than is needed, we have asked them to submit a short statement of interest. Please see their statements below in alphabetical order.

### **Hiring Committee for Associate Vice President of Instruction**

Veronica Acevedo Avila	English, Language Arts Division
Patty Guitron	General Counseling
Cynthia Kaufman	Director, VIDA
Sukhjot Singh	Computer Information Systems
Fatemeh Yarahmadi	Mathematics
Diana Martinez	Environmental Studies Tech
Nina Van	Classified, Enrollment Services
Gabriela Nocito	Dean, Online Education & Learning Resources
Michelle Hernandez	Dean, Equity and Engagement
Nazy Galoyan	Dean, Enrollment Services
Mehrdad Khosravi	Dean, Physical Sciences, Math & Engineering
Rob Mieso	VP, Student Services
Martin Varela	Director, College Fiscal Services
Marisa Spatafore	Assoc VP, Communications and External Relations
Erik Woodbury	EO Representative *Approved by HR

#### **Veronica Acevedo Avila – FT Tenure**

*I have over twenty years of combined work experience in the following college positions: general counselor, Reading Department Instructor, English Department Instructor, and SSLO/AUO Coordinator. My career at De Anza has been a trajectory that is varied, diverse, and distinct. These aforementioned disparate positions have provided me with an intimate understanding of the inner workings of the college. The SSLO/AUO Coordinator, a role that works closely with the Associate Vice President of Instruction, allows me to work with curriculum as well as the extremely important role of maintaining college accreditation. The work with student services and instruction adds an additionally unique perspective in that I've acquired and practiced skills of listening, problem-solving, communication, and openness.*

*I also bring a personal cultural perspective; I'm one of the few first gen Chicana woman in my department. My personal background and professional work experience would add an underserved voice and perspective to the selection committee and in that sense fulfill the commitment, as stated in the request form, to "...intentionally practice acceptance and respect towards one another...embrace diversity...[and] create a safe and inclusive environment where individual and group differences are valued." I hope you consider me a serious candidate for this important work.*

**Patty Guitron – FT Tenure**

- 1) I have over 20 years of experience as a counseling faculty member. I was a key member in starting several retention programs which are still successful and thriving today and have served as models for other special programs. Puente, Summer Bridge and FYE were programs I not only helped build but I coordinated them for almost 15 years. These programs which are housed under instruction focus on working with students who are first generation college students and may have been historically underrepresented in higher education. I have also served on many committees including Academic Senate (currently serving as the ASVP), Curriculum Committee, many hiring and tenure review committees. I have also served as one of the Guided Pathways co-coordinators, so I have worked with many different areas on campus and specifically with the current AVPI. These varied De Anza experiences along with being a first-generation college student with immigrant Mexican parents allows me to bring a wealth of knowledge so that I can contribute to this committee.
- 2) Diversity absolutely matters and should also include diversity in professional experiences. As a Counseling faculty member, I can bring a different perspective to the committee. There are so many changes happening statewide that will impact our college in both instructional and student services such as Cal-GETC and AB1111- Common Course Numbering that I believe it will be imperative to have different viewpoints on the hiring committee for an Associate Vice President of Instruction especially because I believe that collaboration between instruction and student services is crucial for the AVPI position. I think my unique perspective in this situation may help in selecting our future leader for the position.

**Cynthia Kaufman – FT Tenure**

1. I have worked to foster diversity at De Anza for many years. I was our multicultural curriculum facilitator for several years and served on Equity Action Council and several previous iterations of that project for many years. I also have served on the district Diversity Advisory Committee. As far as my identities identify as white, Jewish, and female.
2. It is important that hiring committees have people, on them who will work for equity in all aspects of the hiring process. It is also important that candidates see a diverse looking room of people as well as a group which comes from a wide variety of campus roles when they interview.

**Sukhjit Singh – FT Tenure**

I bring 23 years of experience in teaching, contributing to a nuanced understanding of pedagogy, student inclusion, support, teaching, curriculum writing, hiring faculty, doing reviews for faculty and student engagement. I have an MS in Education and Software Engineering with focus on Program Management that equips me with the necessary knowledge to engage effectively in committee discussions. I have actively participated in the Academic Senate for a period of two years that has aimed at promoting diversity and inclusivity. As someone from Indian origin and adopted American culture, I offer a unique perspective that adds to the richness of our collective discourse.

Diversity of disciplinary training ensures a comprehensive approach, promoting holistic problem-solving. Different experiences broaden our understanding, fostering a more inclusive decision-

*making process. Background diversity enhances cultural competence, crucial for addressing the diverse needs of our educational community. Inclusivity of identities prevents biases and ensures that decisions consider the interests of all stakeholders. A diverse committee is better positioned to advocate for equity and inclusion, aligning with our shared commitment.*

*In summary, my multifaceted experiences and commitment to diversity position me as a valuable contributor to the committee, where I aim to promote inclusivity, equity, and growth within our educational community.*

**Fatemeh Yarahmadi – FT Tenure**

- 1- *As the Math Department Coordinator and scheduler with extensive experience teaching both online and in person, my skill set qualifies me for service on the committee for hiring the Associate Vice President of Instruction. My involvement in the tenure committee for the "Online Education Coordinator" position has equipped me with a deep understanding of the specific challenges and opportunities in online education leadership roles. Serving in the Guided Pathways initiative and as the Village Program Planner has provided me with a comprehensive view of educational planning and student success. My varied roles demonstrate adaptability and a proactive approach to educational leadership, making me a strong candidate for contributing to the selection process of the Associate Vice President of Instruction.*
- 2- *In considering diversity, not only in expertise but also in backgrounds and identities, the committee can better represent the diverse community it serves. A multiplicity of viewpoints enhances the decision-making process, promoting innovative solutions and a more inclusive educational environment. By valuing and incorporating diverse experiences, the committee can contribute to the selection of a candidate who is not only highly qualified but also attuned to the diverse needs of the institution and its stakeholders.*