

# Confirmations – March 10, 2025

## Hiring Committee: Vice President of Instruction

Vice President of Instruction		Confirmed Date:
Agenda Date: 3/10/2025	Marisa Spatafore	Assoc Vice President, Communications & Ext Relations
	Mehrdad Khosravi	Dean, PSME
	Manisha Karia	Dean, BCAT
	Martin Varela	Director, College Fiscal Services
	Michele LeBleu-Burns	Dean, Student Dev and EOPS/Care
	Mallory Newell	Institutional Research
	Tiffany Rodriguez-Tran	Sr Prog Coordinator, Career, Dual Enrollment and Noncredit Prgms
Faculty Representative		
Faculty Representative		
Faculty Representative		
Not assigned yet		EO Rep *approved by HR

**Three Faculty Representatives are needed for the Vice President of Instruction Hiring Committee. See the Volunteers' statements below.**

### Volunteers:

Name	Division	Department	Faculty Status	Committee
Kim Palmore	Language Arts	English	FT Tenure	VPI, Hiring Committee

#### Statement of Interest

De Anza Strategic Plan Action Plan Team Member  
 Co-coordinator of Guided Pathways  
 Co-creator of the Villages program focused on equity, diversity, and inclusion with mentoring program for Village ambassadors  
 Co-creator of Guided Pathways Internship Program  
 First-generation college graduate who began my higher education at a community college at age 30  
 Bicultural experience from a poor to working-class family; genderqueer identity  
 Ph.D. in English with expertise in 20th Century British/American Literature, 20th Century American Ethnic Literature, and Queer Theory  
 Extensive teaching experience with diverse student populations at Hispanic-Serving Institutions  
 Experience teaching ELIT 39 (Contemporary Literature with emphasis on American racial and cultural identity)  
 RSI faculty mentor  
 Former Executive Board member of Faculty Association (10 years)  
 Member of Task Force for Campus Climate  
 Trilingual (English, Primary fluency / French, bilingual proficiency/ Spanish Professional working proficiency )  
 Experience teaching developmental education and basic skills writing courses  
 Deep understanding of multiple learning styles and pedagogical approaches  
 Practical experience developing curricula for learning communities

Diverse committee composition ensures we consider multiple perspectives when addressing student needs. My non-traditional educational path and working-class and genderqueer backgrounds help me understand barriers

faced by underrepresented students. I've witnessed how institutional practices can either support or hinder student success. My research in American Ethnic Literature and Queer Theory provides theoretical frameworks for understanding diverse perspectives. My Guided Pathways equity work demonstrates commitment to removing barriers for underrepresented students. Being trilingual facilitates communication across cultural boundaries. My experience developing mentoring programs demonstrates my commitment to creating inclusive learning environments. Diversity matters because when committees represent various identities and experiences, we make decisions that better serve our entire student population rather than just those whose paths reflect traditional academic journeys. My bicultural understanding allows me to bridge communication gaps between academic institutions and the communities they serve.

Name	Division	Department	Faculty Status	Committee
Erik Woodbury	PSME	Chemistry	FT Tenure	VPI, Hiring Committee

**Statement of Interest**

1) I have served in leadership roles on a variety of committees across campus, including Academic Senate, Curriculum, and RAPP, as well as in the role of Chair for the Chemistry Department. These have given me a broad view of campus life and the demands it places on students, faculty, and staff I am familiar with both the demands of the classroom and the administrative questions and needs that arise in supporting our primary mission of student success. I have worked with a variety of administrators across the college and district and believe I have the background and current experience necessary to help select our next VP of Instruction. I have been a passionate and effective advocate for faculty needs and opinions and I will bring that same dedication to this committee.

2) Diversity is a critical component of this committee. In selecting the person who will guide our approach to instruction in the coming decade, it is in our best interest to make sure we represent the diverse needs and backgrounds of our college programs and faculty members. We should strive to find a way to effectively represent our transfer and CTE programs, our part-time and full-time faculty, the breadth of our instructional programs, as well as the broad diversity that encompasses the richness of racial, ethnic, gender, and orientation identities present in our community. It is a challenge to achieve direct representation of every group with only 3 faculty slots on the committee, and I will be dedicated to doing everything I can to represent all faculty through active outreach, open office hours, and personal engagement in our community. We need our next VPI to be someone who can engage with all of us, making us feel seen, heard, and valued.

Name	Division	Department	Faculty Status	Committee
Sukhjot Singh	BCAT	CIS	FT Tenure	VPI, Hiring Committee

**Statement of Interest**

I'm passionate about creating inclusive spaces and have consistently worked to foster environments where everyone feels valued and heard. My experiences as an immigrant navigating life in different cultural contexts have deeply influenced my appreciation for diverse perspectives. Professionally, I've been fortunate to work extensively in academia, teaching and developing curricula at institutions like De Anza College and Carnegie Mellon University, always prioritizing equitable practices. My approach is rooted in servant leadership, meaning I strive to amplify voices that often go unheard and create meaningful opportunities for collaboration and understanding. Whether leading workshops or collaborating with colleagues on campus, I genuinely enjoy bringing diverse groups together to tackle challenges creatively and compassionately.

Diversity matters immensely because it enriches the discussions, decisions, and outcomes of any committee. Bringing together people with varied disciplinary backgrounds, experiences, and identities ensures that we consider multiple perspectives, leading to more thoughtful and innovative solutions. It helps us spot implicit biases, challenge existing barriers, and actively build a more inclusive community. Diverse committees reflect our community's true composition and send a powerful message that every voice matters. Ultimately,

embracing diversity isn't just the right thing to do—it's essential for genuine growth, empathy, and progress in education.

Name	Division	Department	Faculty Status	Committee
Shagun Kaur	Language Arts	Communication	FT Tenure	VPI, Hiring Committee

**Statement of Interest**

I am submitting my intent to serve on the hiring committee, bringing with me extensive experience in college governance, faculty leadership, and institutional policy development. Over the past six years, I have been an active member of the Academic Senate, contributing to various subcommittees and initiatives that have shaped institutional policies and procedures. My recent work has included drafting the original board policies on Regular and Substantive Interaction (RSI), updating the Bylaws and Constitution, starting a mentoring program, and serving on key committees such as APBT (Administrative Planning and Budget Team) and the Technology Committee.

Additionally, I have served as the Tenure Coordinator for the past two years, overseeing faculty evaluations and mentoring processes, and as the ZTC Grants Coordinator since 2024, leading initiatives to expand zero-textbook-cost pathways. Given that these roles interface with the Vice President of Instruction (VPI), I have developed a deep, firsthand understanding of the responsibilities and institutional impact of this position.

With 19 years at De Anza, including four as an adjunct, and teaching experience across two nations, five community colleges, and three state universities, I bring a broad, global perspective to faculty hiring, institutional leadership, and campus community development. My commitment to academic excellence, diversity, and equity drives my approach to this process, ensuring we select a candidate who will foster an inclusive, collaborative, and student-centered campus culture. I welcome the opportunity to contribute and appreciate your consideration.

Name	Division	Department	Faculty Status	Committee
Veronica Acevedo Avila	Language Arts	English	FT Tenure	VPI, Hiring Committee

**Statement of Interest**

Final Draft

1. I am a self-identified Latinx woman with graduate training in psychology, English composition, literature, and counseling skilled at working with students who have both emotional and intellectual challenges. I am passionate about the work I do in part because I come from communities similar to many of my students; I both intimately understand their plight and understand the intellectual and emotional ways in which I can best support and prepare them for success. Those who know me well understand I enter work space communities with integrity, authenticity, respect, and acceptance always embracing the dignity of those I encounter. I seek out illuminative character traits in individuals and use that as a starting point to build relationships.

My collective work with cohort programs such as LEAD, FYE, IMPACT AAPI, Math Performance Success, and Puente exemplify my passion and commitment to diversity. Beyond these programs, I have worked at De Anza in other capacities: Student Services Learning Outcome Coord, Counseling, and DALA and take great pride in the meaningful work I have contributed to the College.

2. I work with students from a broad range of programs and services including DSS, Pride Center, Guardian Scholars, and Rising Scholars. Diverse student, staff and faculty communities offer creative approaches to learning which often lead to increased engagement, richer conversations, and innovative problem-solving. When we honor our differences we enrich our community and build paths toward social-equity. Given my background, experience, and dedication to these principles, I kindly request the opportunity to serve on a selection committee focused on promoting social equity and inclusion in all areas of the college.