

# President Search Committee Applicants

The Classified Senate was given the opportunity for 5 Classified Professionals to participate in the De Anza College President Search Committee (previously 4, one additional seat given to both Academic and Classified Senate).

We received interest originally from 15 individuals; 3 removed themselves from the list due to conflict with scheduling which left 12 candidates for us to choose from.

First, we explored what the Chancellor's Office had asked of us when considering applicants: *Consider search committee appointments that reflect diversity in areas such as race, ethnicity, gender/orientation, and longevity at De Anza, and that you put forward representatives who have a demonstrated commitment to equity and a willingness to be informed by the assessment and visioning process she has initiated.*

Based on that statement and after the Classified Senate Executive Council explored other considerations unique to Classified Professionals and their representation on this committee, we came up with the following list of considerations to explore.

- **Longevity:** We felt it was important that the Classified representatives on this committee had a balance in years of service, with some people sitting on the committee who had experience working under at least two college presidents so that there was a historical perspective going into the search. We also wanted to give a voice to people who had not been here as long, but who brought a fresh perspective and vision for the college going forward.
- **Equity Work:** The Executive Council agreed with the Chancellor's vision that those sitting on the committee should be committed to Equity work, for both students and staff.
- **Diversity:** We agreed with the Chancellor's vision that the Classified representatives should be diverse in race, ethnicity and gender/orientation.
- **Representation of Bargaining Units:** The Executive Council felt it important to try to put together a committee that represented as many union areas as possible (ACE, Teamsters, CSEA and FHDA-POA) based on who expressed interest.
- **Representation of Job Titles/Type of Work:** If possible, and based on the applicants, we wanted to include the many unique areas of Classified work on campus.
- **Representation of Reporting Structure:** If possible, and based on the applicants, we wanted to include people from different areas of campus: Instruction & Academic Services (Lorrie Ranck), Student Services (Rob Mieso), Administrative Services (Pam Gray), and Communications/External Relations (Marisa Spatafore). In addition, we wanted a balance of representation in Divisions if possible.
- **Classified Senate/Union Work/Shared Governance work:** The Executive Council felt it important that our pool of 5 representatives included people who had experience representing Classified Professionals with their collective bargaining unit, on Classified Senate or as part of Shared Governance.

\*For the purpose of the tables on the following pages, A stands for Applicant, so A1 would be Applicant 1.

\*TEXT and COLUMNS highlighted in yellow equate consideration based on qualifying factors.

## Longevity

The Classified Senate Executive Council wanted a balance in longevity, with a portion of the committee having experience with at least two college presidents in the past, if possible.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +

## Representation of Bargaining Units

Classified Senate represents four bargaining units, and we were hoping for an applicant pool that reflected all areas that Classified Senate represents. We made an active push to encourage and recruit members from all bargaining units, but only ended up with two represented in those who expressed interest in serving on this committee. We felt strongly that at least one of the President Search Committee members needed to be from a bargaining unit other than ACE.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters

**Acknowledgment that based on the applicant pool, we should consider selecting at least one person representing a bargaining unit besides ACE.**

## Representation of Reporting Structure

Where possible and based on the applicants, we wanted to diversify the members of the President Search committee so that there were representatives from different reporting structures on campus using the four branches of the organizational chart that reports to the current college president: Instruction & Academic Services (Lorrie Ranck), Student Services (Rob Mieso), Administrative Services (Pam Gray), and Communications/External Relations (Marisa Spatafore).

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters
<b>Reporting Struct.</b>	Comm   Spatafore	I/AS   Ranck   Norte	I/AS   Ranck   Cortez	I/AS   Ranck   Kandula	SS   Mieso   Balducci	I/AS   Ranck   Kandula	I/AS   Ranck   Cortez	SS   Mieso   Balducci	I/AS   Ranck	SS   Mieso   Burns	SS   Mieso	I/AS   Ranck   Cortez
	Comm	IIS	HEFAS/VIDA	ESCI	Counseling	Nursing	Equity	Counseling	Prof. Dev.	EOPS	Outreach	SCC

**Acknowledgment that reporting structure was secondary to the preceding factors and that people should not be eliminated based on reporting structure, but that we should try to select people who represented at least two areas of reporting structure (i.e., not all 5 people should come from Instruction & Academic Services) and that within these selections, we should have as much diversity as possible when it came to direct supervisors.**

## Classified Senate/Shared Governance/Union Experience

The Executive Council felt it important that at least 3 or the 5 members had experience representing classified staff with either Union or Classified Senate Work.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters
<b>Reporting Struct.</b>	Comm   Spatafore	I/AS   Ranck   Norte	I/AS   Ranck   Cortez	I/AS   Ranck   Kandula	SS   Mieso   Balducci	I/AS   Ranck   Kandula	I/AS   Ranck   Cortez	SS   Mieso   Balducci	I/AS   Ranck	SS   Mieso   Burns	SS   Mieso	I/AS   Ranck   Cortez
	Comm	IIS	HEFAS/VIDA	ESCI	Counseling	Nursing	Equity	Counseling	Prof. Dev.	EOPS	Outreach	SCC
<b>Union/ CS Work</b>	No	No	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes

**Acknowledgment that having people with experience representing Classified Professionals in shared governance, on Classified Senate or via their collective bargaining unit was important for those who served on this committee, but should not be the only deciding factor. The majority should have experience (3 out of 5)**

# Selected Candidates:

Given that all interested applicants represented strong work in equity and diversity in race and ethnicity, our focus was on providing a pool that represented Classified Professionals across the campus as best as possible, with considerations for longevity, bargaining unit, reporting structure and union/Classified Senate experience.

**Selected for diversifying bargaining units (10 ACE members and 2 Teamster members expressed interest): **APPLICANT 12 (A12)****

Considerations: Both Teamster applicants were spoken to in person or on the phone and Applicant 10 (A10) backed out and gave the seat to A12.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters
<b>Reporting Struct.</b>	Comm   Spatafore	I/AS   Ranck   Norte	I/AS   Ranck   Cortez	I/AS   Ranck   Kandula	SS   Mieso   Balducci	I/AS   Ranck   Kandula	I/AS   Ranck   Cortez	SS   Mieso   Balducci	I/AS   Ranck	SS   Mieso   Burns	SS   Mieso	I/AS   Ranck   Cortez
	Comm	IIS	HEFAS/VIDA	ESCI	Counseling	Nursing	Equity	Counseling	Prof. Dev.	EOPS	Outreach	SCC
<b>Union/ CS Work</b>	No	No	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes
<b>Selected</b>										No, stepped aside		Yes

**Selected for representation for Student Services, factoring in longevity, diversity, reporting structure and shared governance experience:**

**APPLICANT 5 (A5) AND APPLICANT 11 (A11).**

Considerations: All three applicants were richly diverse with a strong commitment to equity. We wanted at least two representatives from the Student Services reporting structure, and the final decision was made based on those who had experience with union (ACE in this instance) or Classified Senate work.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters
<b>Reporting Struct.</b>	Comm   Spatafore	I/AS   Ranck   Norte	I/AS   Ranck   Cortez	I/AS   Ranck   Kandula	SS   Mieso   Balducci	I/AS   Ranck   Kandula	I/AS   Ranck   Cortez	SS   Mieso   Balducci	I/AS   Ranck	SS   Mieso   Burns	SS   Mieso	I/AS   Ranck   Cortez
	Comm	IIS	HEFAS/VIDA	ESCI	Counseling	Nursing	Equity	Counseling	Prof. Dev.	EOPS	Outreach	SCC
<b>Union/CS Work</b>	No	No	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes
<b>Selected?</b>					Yes			No, due to similar reporting structure with someone who has current union experience.			Yes	

**Selected for representation for Instruction/Academic Services, factoring in longevity, diversity and union/classified senate experience:**  
**APPLICANT 6 (A6) AND APPLICANT 7 (A7).**

Considerations: Candidates A1 and A2 were eliminated due to circumstances outside of our selection and not part of the decision-making process. Candidate A9 volunteered to step aside to make room for other interested people. We first looked at reporting structure similarities and selected two people whose reporting lines were different, factoring in diversity and years of service.

	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
<b>Years of Service</b>	< 1 year	2-3 years	2-3 years	4 years +	2-3 years	2-3 years	4 years +	3-4 years	3-4 years	4 years +	3-4 years	4 years +
<b>Union</b>	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	ACE	Teamsters	ACE	Teamsters
<b>Reporting Struct.</b>	Comm   Spatafore	I/AS   Ranck   Norte	I/AS   Ranck   Cortez	I/AS   Ranck   Kandula	SS   Mieso   Balducci	I/AS   Ranck   Kandula	I/AS   Ranck   Cortez	SS   Mieso   Balducci	I/AS   Ranck	SS   Mieso   Burns	SS   Mieso	I/AS   Ranck   Cortez
	Comm	IIS	HEFAS/VIDA	ESCI	Counseling	Nursing	Equity	Counseling	Prof. Dev.	EOPS	Outreach	SCC
<b>Union/CS Work</b>	No	No	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes
<b>Selected?</b>	No Due to longevity	No Due to conflict of interest	No, due to longevity and multiple people in the same reporting structure.	No, due to similar reporting structure and someone with <u>current</u> CS experience.		Yes	Yes		No, stepped aside to make room for others.			