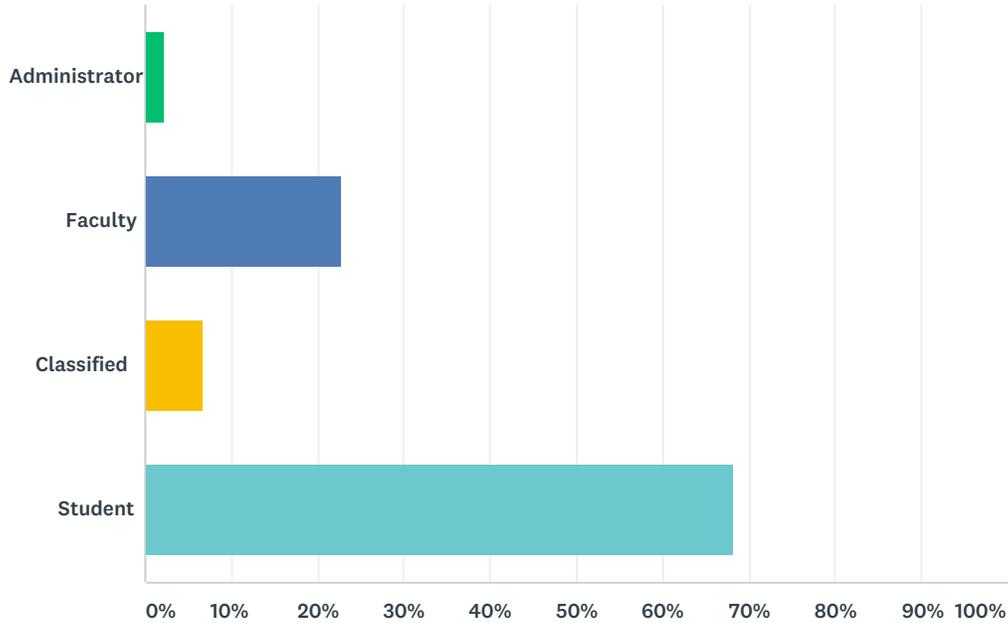


# President Profile

## Q1 What is your role at your De Anza College?

Answered: 383 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator	2.35% 9
Faculty	22.72% 87
Classified	6.79% 26
Student	68.15% 261
TOTAL	383

## President Profile

# Q2 What unique challenges and opportunities will the new president of De Anza College face over the next 5 to 10 years?

Answered: 320 Skipped: 63

#	RESPONSES	DATE
1	Building bridges to the technology institutions we are surrounded by that will provide educational and employment opportunities for our students. Buying iPads from Apple to give our students is not innovative, nor did it build a bridge to any opportunities. Stopping the nepotism. Surrounding themselves with a team of true and strong leaders that have experience in transforming educational institutions, not micromanagers that push paperwork and take over student and employee space.	12/14/2019 6:43 AM
2	-Creating a new vision for De Anza College. We really need to shift towards a bold new vision for DA as an innovative community college that people want to work at and students want to attend not only for transfer opportunities but because the college is the place where they can be life-long learners. -A generation of staff and faculty are retiring and a new generation of people are being hired. This new energy, talent, and dedication can be utilized to help create a better workplace and innovative college.	12/14/2019 6:35 AM
3	I think that given the dip in birth rates and growing inequality in the region, maintaining steady enrollment will be a challenge and increasing enrollment will be an even greater challenge. The other challenge that I see on the horizon is the increasing need for financial support and basic needs for students who are struggling hard to make ends meet in the bay area. Also, with a suspension and perhaps even a revoking of DACA benefits, the president will need to be creative in figuring out how to keep undocumented students and support them.	12/14/2019 3:10 AM
4	budget constraints, enrollment, keeping up with emerging technologies, student retention	12/14/2019 2:22 AM
5	De Anza needs to figure out how to be academically innovative, equitable to students and employees alike, and to continue to be a positive place to work.	12/14/2019 12:10 AM
6	Bringing the school up to date and preparing students for the 21st century and	12/13/2019 11:58 PM
7	Money and decline in enrollment	12/13/2019 11:47 PM
8	Adjusting to the change with the Flint center closed and new construction going on. State and National education priorities filtering down to the local level - unknown impact.	12/13/2019 11:22 PM
9	The new president will have the opportunity to make De Anza college a collaborative environment with high standards, spirit and morals, re-examine and re-organize different areas of the college to be more efficient, combine or align different areas to reduce duplicating services, implement recommendations from faculty and staff who have expertise in their specific area and at the front line of doing the work, design a new student success model, create a cohesive community among all areas of campus, invite new ideas & vision for best practices to achieve goals, hire faculty and staff in different areas to reflect our student population, be fair and transparent with all actions and decisions.	12/13/2019 10:28 PM
10	The idea of changing from quarter to semester system (hoping it doesn't happen, but if it does, it'll be a huge deal)	12/13/2019 9:21 PM
11	1. With the new funding formula, we need to stabilize our state funding, no more shrinking. 2. Work with VTA to have provide better and faster public transportation for students. 3. Continue to look for affordable solutions for students who are homeless or semi-homeless.	12/13/2019 9:11 PM
12	Overcoming the entrenched and vapid administration now running the institution, and then invigorating the college by building an innovative leadership team. Leading an institution with democratic and progressive educational ideals in the face of national and international turns toward reactionary politics.	12/13/2019 9:02 PM
13	Changing technology and implementing new technology to keep up with industry worker demand.	12/13/2019 8:29 PM

## President Profile

14	Funding and enrollment issues of course, but also the growing pressure to move students through the community college with just enough education to get white collar, working class jobs. S/he will realize that removing the "barriers" of actually learning both material and skills will seriously limit students who desire a traditional academic education, one that allows them to transcend class boundaries. Undoing the damage that is being done via legislation like AB705 will be a big job.	12/13/2019 8:23 PM
15	Funding, how to unite faculty to work together, make administration more transparent, forge relationships with corporations in Cupertino to benefit our students, and student housing	12/13/2019 8:22 PM
16	Filling the Vice President of Instruction role with a service-oriented person who is both interested in and able to support faculty instead of creating administrative and bureaucratic roadblocks for them.	12/13/2019 8:08 PM
17	Cost of living in our area for students and employees. The need to increase partnerships with local companies, including technology. The decline of high school graduates in our area.	12/13/2019 7:51 PM
18	Challenges: Decreasing enrollment, changing population in the bay area, housing crisis, students less prepared when they come to school, forced acceleration Opportunities: new faculty and staff on campus who are invested in creating a new vision for the college, Promise grant, Student Equity Plan	12/13/2019 6:30 PM
19	Some challenges they will face is the enrollment issues, morale issues and nepotism issues. Some opportunities would be to improve on how we deliver student services without confusing the students, without duplicating services and streamlining the processes. We have lots of equity, inclusion and social justice work ahead also.	12/13/2019 6:02 PM
20	New opportunities: truly equitize this campus, clean up administration, model student centered and fair practices and hold all administrators and others accountable for racist and biased practices, behaviors, and attitudes. Challenges: destroying white supremacist and elitist practices even from administration, staff and faculty of color, breaking up the ineffective and incestuous relationship among administration, cleaning up overly bureaucratic policies and practices that are detrimental to students and staff, and can we PLEASE be in compliance of state policies that are intended to support students once they are announced instead of kicking and screaming and delaying implementing them until years later when non-compliance will affect funding, can we please be a leader in student excellence (all students not a select population that would have been excellent without our help anyways) instead of being known for being the last college to implement student support policies	12/13/2019 5:55 PM
21	N/A	12/13/2019 5:47 PM
22	The same as the last president.	12/13/2019 5:21 PM
23	Less funding	12/13/2019 4:47 PM
24	De Anza seems to have become stagnant and myopic, and the new president will face the challenge of bringing new energy and long-term vision to this campus.	12/12/2019 6:25 PM
25	Challenges: decline in enrollment, students who struggle with food and housing, students who are unprepared for the rigor of college, competition of online classes from other institutions, high housing cost being a deterrent for new faculty, a large upper administrator to faculty/staff ratio. Opportunities: increasing number of tech companies that can support De Anza with grants, funding, internships / training for students, industry experts who can be advisors, mentors, faculty.	12/12/2019 4:46 PM
26	If there's one thing that's certain for the future, it's that there will always be change-especially in this political climate. A definite challenge will be school funding, I think, as funds seem to be, in general all around, siphoned away from public services and education. Maybe also, a challenge or an opportunity depending on how you look at it, could be possible restructuring of the higher education system in general as criticism of it becomes louder.	12/12/2019 3:18 AM
27	Don't know	12/11/2019 9:43 PM
28	The possible change from Quarter to Semester system. And trying to maintain the current quality of instruction and the good students of De Anza.	12/11/2019 8:01 PM
29	Decline in academic standards in order to improve "academic success" and declining enrollment.	12/11/2019 7:53 PM
30	De Anza will likely face challenges like overcrowding in the next 5 to 10 years as the economy tips into a recession and people will turn to education to learn new skills to acquire jobs. Also, I believe student mental health will continue to be an issue.	12/11/2019 5:01 AM
31	Budget and enrollment decline	12/11/2019 3:57 AM
32	Opportunity for innovative change in processes and strategies in the face of declining enrollment	12/10/2019 10:42 PM

## President Profile

33	organizing social events for all De Anza students, bringing up parts of what De Anza is lacking of, like student housing and the amount of available teachers for a vital GE class	12/10/2019 9:28 PM
34	The culture of "Demand-Za" for some can feel very institutionalized and puts more emphasis on our "Tops in Transfer" reputation and less on the physical and mental well-being of our students, faculty, and staff. Morale can vary from department to department and from class to class. Many students I've spoken with do not feel a sense of community or cohesiveness at De Anza.	12/10/2019 5:28 PM
35	Envisioning a campus that is so efficient and accessible that it can get resources to the students that need them. This requires a personable and present president who has a clear vision.	12/10/2019 7:02 AM
36	Dealing with volatility of student population and market conditions that affect student enrollment.	12/10/2019 1:22 AM
37	As much as there are obvious external challenges facing our college, the true, deep, and frightening challenges are internal. While "Shared Governance" is a lofty goal, it basically means there exists no true Human Resources overseeing the actual day-to-day work dynamics of faculty, nor does there exist an objective middle management personnel, making sure peer bullying; conflict of interest; cronyism; social tribalism; and obvious corruption does not take place (or is at least reduced) in the academic departments. What we have is faculty trying to manage, organize, and even punish, other faculty, and it is a mess. In our department, we sadly have a Dean who makes no small effort to hide that said Dean is in cahoots with a powerful clique of dysfunctional faculty managers. Fear of retaliation; fear of not receiving a teaching schedule that allows you to commute at a reasonable time; fear of not being given key posts or PGA/PAA selections--all of these fears have stopped members of my department from openly disagreeing, or questioning, some of the many disturbing practices of our Department Scheduler. The Scheduler holds power over our lives and our ability to earn an income for ourselves and our families--being anything but beholden means career suicide. Challenges such as this would be part of the world the new President enters.	12/9/2019 10:00 PM
38	inequality resulting in more student flight from this affluent area	12/9/2019 9:13 PM
39	Helping struggling students	12/9/2019 8:53 PM
40	Increasing programming and opportunities for students which will help increase enrollment	12/9/2019 3:13 AM
41	It depends on the political climate, but likely major budget concerns. We have lost so many valuable teachers to this already. The challenge may be finding new methods of funding De Anza, or putting De Anza on the map. We have the infrastructure, we just need a direction. Add more programs within existing departments. Especially the arts! The arts are what started the Renaissance.	12/8/2019 11:34 PM
42	I am not very sure about 5 to 10 years ahead but in general I think campus security at parking lots and around the campus is important and can be improved with times. Any opportunity to make De Anza safer is always good for everyone. Apart from that De Anza is great already. I suggest more cameras around the campus and parking lots to help as we cannot have security guards around everywhere 24/7.	12/8/2019 10:50 PM
43	budgeting and bettering the campus	12/8/2019 8:00 AM
44	Safety	12/8/2019 7:25 AM
45	Deciding things for a group as big as the student body and faculty has to be a challenge in itself.	12/8/2019 7:09 AM
46	Increased cost of living straining students	12/8/2019 6:22 AM
47	Maybe student housing issues.	12/8/2019 6:01 AM
48	I think the influx of new students and rising costs of living (for anything especially in the bay area)	12/8/2019 4:27 AM
49	Maintain and hire high quality professors. Keep the tuition reasonable and attract a diversified, high caliber student body. Structure programs for working professionals as well.	12/8/2019 4:25 AM
50	Challenges to both preserve De Anza's history and satisfy the new generation of students.	12/8/2019 3:57 AM
51	Leading the campus into addressing mid-21st century student educational goals and needs, as many "traditional" careers and pathways evolve very quickly due to technological innovation. Increasing income inequality and more student housing, food, and transportation insecurity. More online courses and online modalities and ensuring enough professional development and other faculty support to maintain and grow instructional quality. State CCC system potentially putting more demands on local colleges in the way of statewide initiatives and partnering with CA state legislature to enact legislative mandates on CCCs.	12/8/2019 2:15 AM

## President Profile

52	secure enough funding	12/8/2019 1:49 AM
53	Accommodating for all of its students. De Anza does a good job of caring for its students, but I think enrollment will go up and that will bring about new challenges.	12/8/2019 12:10 AM
54	Helping protect DACA students.	12/7/2019 11:19 PM
55	The major challenge ahead is trying to keep DeAnza from becoming obsolete.	12/7/2019 10:36 PM
56	The college has been stagnant as far as innovation and open-mindedness for years. Policies and mind-set of yesteryear do no work anymore. We are stuck in several ruts and need to get out fast.	12/7/2019 6:57 PM
57	Declining attendance due to availability of online resources OR increased enrollment due to pending recession... increased student homelessness due to rising housing costs. Currently 13% of DeAnza students are homeless. WHY???? Abhorrent.	12/7/2019 5:03 PM
58	I honestly don't have enough information about not just the student body but those not able to attend De Anza (who would like to). I do believe to be in a position like this one, there has to be a level of knowledge about the needs of students, those who cannot access courses at De Anza, the changing economic and company climate and all who work at De Anza.	12/7/2019 4:41 PM
59	1. Budgetary issues related to state and enrollment declines 2. lack of direction/vision currently in leadership 3. flagging morale among staff/faculty 4. need for increased psychological services for students 5. housing challenges for staff/faculty/students 6. Dealing with onerous changes and requirements from state/chancellors office (student centered funding formula, AB 705, guided pathways, etc)	12/7/2019 3:26 PM
60	Continuing enrollment (fiscal) decline. Enrollment management decisions (course offerings). Streamlining / clarifying student support services (plenty of services but complicated/difficult to find services). collaboration between instructional faculty and counselors/student services depts. speed up decision making (too many shared gov mtgs where nothing happens)	12/7/2019 9:00 AM
61	Making use of the resources local to De Anza to create an environment and institution that can support its student in the Silicon Valley, dealing with a lot of homeless and hungry students, facing the limited funding from the state government.	12/7/2019 8:29 AM
62	The new president will have to be inclusive and understand the challenges of the students at de anza. De anza continues to increase their numbers in commuting students and students of color; the president needs to support these students to succeed. The president will also have to understand the advocacy and social change work that happens on campus and be able to guide students through this.	12/7/2019 8:08 AM
63	Student retention- supporting evening and part time students.	12/7/2019 7:31 AM
64	Plays and musical theatre productions at the VPAC and theatre degrees/certification	12/7/2019 6:48 AM
65	Interacting with the vast number of students.	12/7/2019 6:32 AM
66	Declining funding. Smaller class attendance for PE classes. More qualified instructors	12/7/2019 6:14 AM
67	How to increase the variety, quality and qualities of classes	12/7/2019 6:05 AM
68	More high density residential development in Cupertino brings in more diversity into the student body	12/7/2019 4:32 AM
69	I don't know	12/7/2019 4:31 AM
70	Ensuring that the number of class sections available continues to meet student demand, and that there is a balance between four-year college G.E. transfer classes and personal development electives if it is necessary to cut class sections due to budgetary constraints.	12/7/2019 4:29 AM
71	Building Student well being with inclusive bimonthly events	12/7/2019 3:00 AM
72	housing	12/7/2019 2:27 AM
73	A lot of international student,culture shock	12/7/2019 2:23 AM
74	Providing support for homeless and housing-challenged students.	12/7/2019 2:21 AM
75	The ability for students to transfer on time	12/7/2019 2:13 AM
76	Challenges: Political tension, increasing the school's competitiveness in the wake of an ever-increasing competition at the job market Opportunities: Using social media platforms, increasing diversity	12/7/2019 2:06 AM

## President Profile

77	Challenges: Declining enrollment. Supporting Students whose housing status is insecure Effect of virtual classes ... and virtual CC alternative Opportunities: De Anza is uniquely located in the heart of Silicon Valley. We need to leverage our proximity to some of the largest tech employers in the world to benefit our STEM students.	12/7/2019 1:53 AM
78	Ensure students of any background feel safe and welcome, able to provide any kind of aid to any disadvantaged student.	12/7/2019 1:52 AM
79	I assume the main challenge will continue to be the "enrollment crisis". If external forces drive significant numbers of students back to De Anza, that could become our biggest "opportunity".	12/7/2019 12:40 AM
80	Keeping up with technology as we are already far behind. Enrollment. Sustaining long-term faculty and employers Safety	12/7/2019 12:11 AM
81	-Getting cameras into the parking area, a lot of cars are being scratched. -Making the school more diversified in terms of races than it is.	12/7/2019 12:04 AM
82	Undocumented students who face daily challenges and discriminations from the federal government that hold them back from completing their education. Students who are homeless or live in difficult or toxic situations at home.	12/6/2019 11:54 PM
83	Offer online degrees. Meet students needs not wants. Bridging the gap between the faculty demands with the classified needs.	12/6/2019 11:48 PM
84	Potential continual low enrollment and an influx of current and prospective faculty and staff positions that may not be filled due to the high cost of living in the Silicon Valley. Many individuals have left the Bay Area for jobs that can provide them with a middle class lifestyle. There is also the issue of climate change. While we have a few newer designated "green" buildings, the district needs to do more progressive work in this area. The opportunities are plentiful. We live in one of the wealthiest communities and, given the right candidate, we can bring in substantial funding from private corporations and donors.	12/6/2019 11:41 PM
85	Keep de anza growing and modernizing	12/6/2019 11:00 PM
86	Making changes on repeating a class that you need and know that is in benefit on your learning. ....not restricting the time you need to take it.	12/6/2019 10:49 PM
87	Change the direction of falling enrollment. Navigate the college to the new funding model. Positioning the college towards embracing the future. Grow the institution. Improve moral.	12/6/2019 10:08 PM
88	Emphasizing quality and the primary mission of service to students in the face of competing interests on and off campus.	12/6/2019 9:55 PM
89	- Disabled and veteran students that need help - Fun activities	12/6/2019 9:49 PM
90	Try to help more students with information about qualifications to get better opportunities to study .!	12/6/2019 9:46 PM
91	It's kinda hard for the new president to know everything	12/6/2019 9:44 PM
92	Entrance of more foreign/newly immigrated students and how the school will help them assimilate, but also preserve their unique culture. How to manage finances and properly allocate it so that all classes (such as lab classes) have free supplies for every student.	12/6/2019 9:34 PM
93	They will need to do a great job at networking and I think encouraging outside interest in to the DeAnza Programs	12/6/2019 9:28 PM
94	Ensuring that the skills learned at De Anza can be readily used in the "real world" jobs, pointing students toward good jobs	12/6/2019 9:23 PM
95	Money	12/6/2019 9:16 PM
96	Creating career opportunities for vast number of students. Including more immersion programs to include more students and preparing them for career opportunities.	12/6/2019 8:58 PM
97	The homelessness crisis, effects of a higher cost of living, and impacted four year colleges	12/6/2019 8:56 PM
98	lower enrollment	12/6/2019 8:46 PM

## President Profile

99	De Anza has an extraordinarily competent and engaged faculty and staff. This presents opportunities to tap into knowledge, skills and energy that are truly unique. The challenge will be to eschew an administrative-centric culture that ignores the assets and relies on detached and uninformed administrators with no real attachment or loyalty to the college. The president must be seen as "one of us," a partner in the project of building on our strength. The challenges are navigating the changing demographic, technological and economic circumstances of our times.	12/6/2019 8:40 PM
100	To keep whole buildings clean and good	12/6/2019 8:40 PM
101	A lot	12/6/2019 8:36 PM
102	Housing crisis Homelessness enrollment/funding issues	12/6/2019 8:32 PM
103	Increase resources for math, science (including computer science) and foreign languages	12/6/2019 8:26 PM
104	Homeless students. With the increasing cost of rent in the Bay Area, many students will suddenly find themselves unable to find adequate housing. What are we going to do about this?	12/6/2019 8:25 PM
105	extreme liberal policy being placed upon the entire school	12/6/2019 8:23 PM
106	environmental sustainability, fair pay for teachers, funding for the arts, international and immigrant student support, LGBT+ support	12/6/2019 8:08 PM
107	Decline in base enrollment. With current marketing and programming strategy, we will decline by several thousand students by 2025. Our five closest high schools predict over 900 fewer graduates in 2023. We cannot fantasize about students coming from San Jose, either, as their numbers are dropping as well, plus the San Jose Promise program is getting great publicity. So, how do we become a smaller school? We can't just piecemeal cut classes - we need a new strategy.	12/6/2019 8:02 PM
108	Aspects of inclusion/equity, rules that keep students from attending De Anza, Transportation, Housing and the increasing number of students that work 20+ hours and go to school full-time.	12/6/2019 7:52 PM
109	Including everyone and trying to make the treatment equal. The opportunities I believe it's getting to know and meet a variety of people with different backgrounds.	12/6/2019 7:51 PM
110	Removed for inappropriate content.	12/6/2019 7:47 PM
111	Rebuilding trust among the utterly demoralized faculty and staff.	12/6/2019 7:46 PM
112	Building on De Anza's positive reputation and taking the institution to the next level in many areas. Making De Anza a regional center for learning. Thinking outside traditional education models.	12/6/2019 7:45 PM
113	Being able to effectively create a supportive team atmosphere where the President is open, kind and accessible. The president should also get to know and support the classes and programs we offer. The president will also need to work together with our legislators to help find affordable housing for employees and or wage increases appropriate for the community college location.	12/6/2019 7:37 PM
114	Graduation rates, variety of races	12/6/2019 7:33 PM
115	environmental collapse, changing economic structure, education structure	12/6/2019 7:32 PM
116	No comments about that.	12/6/2019 7:31 PM
117	Student and programs shortages	12/6/2019 7:27 PM
118	students with child(ren) being homeless.	12/6/2019 7:27 PM
119	Trying to increase student awareness and engagement, as well as balancing studies and student body work	12/6/2019 7:26 PM
120	Protect dreamers	12/6/2019 7:20 PM
121	De Anza College is the most popular and perhaps most prestigious junior college in California. The candidate will have an opportunity to further progress in their career by leading De Anza.	12/6/2019 7:17 PM
122	Absorb more and more talent students	12/6/2019 7:03 PM
123	Getting ride of those people who ask us to sign their petitions	12/6/2019 7:01 PM
124	They will have to be able to work with the students and meet the needs regarding school, clubs, transferring, etc. of the evergrowing student population effectively.	12/6/2019 6:56 PM

## President Profile

125	Building a great wall around campus to keep out invading Mongolians. Also to keep who goes in and who goes out.	12/6/2019 6:49 PM
126	Please look over cis department faculty selections and degree programs need to be kept up to date especially on websites.	12/6/2019 6:48 PM
127	I don't fucking know( ' - ' )	12/6/2019 6:45 PM
128	Supporting undocumented students, supporting students who are impacted by AB 705 (students can now enroll at college level courses even though they may need more support then they are current receiving even with co-req classes), increasing the number of computer labs on campus, hiring more full time employees (especially in math - we had 5 full time faculty retire spring 2019 and have yet to hire any more full time employees since then.), supporting our PT faculty (making sure they have access to office space)	12/6/2019 6:39 PM
129	Budgeting and student outreach	12/6/2019 6:39 PM
130	Add more classes not cutting classes	12/6/2019 6:38 PM
131	Not sure but be prepared for anything and everything.	12/6/2019 6:31 PM
132	Cut down on the budget cuts. Keep the football program around. Reopen the flint center	12/6/2019 6:29 PM
133	Gotta pay for the mascot changes or revert back to dons	12/6/2019 6:28 PM
134	Strategic Enrollment Management -- a priority Synchronizing, planning and implementing all of the new state initiatives Breaking down and changing the culture of silos	12/6/2019 6:28 PM
135	keeping expenses down while keeping classes affordable	12/6/2019 6:27 PM
136	Growing the awareness of education among community and surfacing the awesome teachers crew in de anza to attract more students	12/6/2019 6:23 PM
137	Expanding De Anza's role in the local community, and replacing retiring faculty with new faculty.	12/6/2019 6:18 PM
138	increased cost of living and higher education in the bay area	12/6/2019 6:17 PM
139	Big changes. The new president should have equity and social justice in mind, should be brave to address difficult issues. Trump administrations racist rhetoric is taking its toll on minority students and faculty. the leader should be able to have a stance, and provide support. economical challenges are going to grow, it seems. AB1645 passed but there is no budget. There is a big number of initiatives and mandates, he needs to be able to prioritize them in order to take proper steps. S/he needs to be a democratic leader also. I am a part time faculty, non citizen, immigrant. I do not feel my existence in this system is appreciated. I feel I am a cheap solution to a budget problem, and I am expected to function almost like a plumber: fixing the problem and then disappearing into the background until I am needed again.	12/6/2019 6:15 PM
140	No idea. Racism discrimination ..?	12/6/2019 6:13 PM
141	Maybe conflicts with the mascot and making the sports teams happy.	12/6/2019 6:10 PM
142	Increasing the number of stem classes offered on campus	12/6/2019 6:09 PM
143	cleanliness, m	12/6/2019 6:08 PM
144	Can't please everyone	12/6/2019 6:08 PM
145	n/a	12/6/2019 6:08 PM
146	Addressing demand for action on food and housing insecurity. Maximizing facility usage in buildings like the Flint Center, etc.	12/6/2019 5:53 PM
147	Organizing the growing population of students may cause some problems for the new president.	12/6/2019 5:27 PM
148	Of Course...budgeting, and also.....eliminating unnecessary bureaucracy.	12/6/2019 4:12 PM
149	I think it would be how we can increase enrollment. How to attract more studnets at De Anza College.	12/6/2019 4:10 PM
150	-Maintaining enrollment and continuing to grow programs simultaneously to keep in touch with area's needs. -Another challenge is creating a student centered climate in order for our campus is to thrive and grow and lead in this region.	12/6/2019 4:06 PM

## President Profile

151	A major challenge for a new DA president will be establishing trust with all members of the campus. Excluding FT faculty, all other campus staff are mindful and watchful. The FT faculty have been protected and seemingly excluded from budget cuts.	12/6/2019 3:32 PM
152	Increase Enrollment. Commit assets to online education	12/6/2019 2:07 PM
153	declining enrollments; under-prepared students; lack of funding; inability to attract talent/employees due to high cost of living and lack of competitive salaries	12/6/2019 9:35 AM
154	There is low morale due to recent "absent" Presidency and senior staff that has demonstrated little understanding of teaching and learning. We are also behind in initiatives like College Promise and Guided Pathways. The new President needs to get past of a legacy of top-down, micromanaging — back to holistic embrace of the talented faculty and staff we have. The new president needs to listen to students whose voices been not listened to at the President level— i.e., concerns from women, marginalized students in the Office of Equity, students of color, and LGBTQ+ students.	12/6/2019 9:09 AM
155	The change in beliefs during those 5-10 years will be rough and quick.	12/6/2019 7:35 AM
156	Reverse the deviceive culture being foster among full and part time faculty!	12/6/2019 4:28 AM
157	I think there are main two things that are most important for a community college like De Anza College: create/maintain high successful transfer rate and provide career training. How to do these two things great is the challenge and opportunity the new president will face.	12/6/2019 3:52 AM
158	Revitalizing over all campus morale and instilling trust	12/6/2019 3:28 AM
159	Housing	12/6/2019 3:15 AM
160	Usually community colleges are not impacted. De Anza is. I wish best of luck dealing with that.	12/6/2019 1:21 AM
161	catering to the needs of all students	12/6/2019 1:21 AM
162	Recruitment of Minority students, faculty and staff. Increasing student enrollment.	12/6/2019 1:10 AM
163	(1) Shrinking college-age student population, (2) increased competition from non-credit educational organizations (3) increased use of online format (to stay competitive and meet greater demand for online courses), (4) increasing non-instructor-related staff and expenses - how many deans and vice presidents do we need (5) lack of focus on academic excellence / diminishing support from college administration for keeping quality and integrity of courses (6) excessive bureaucratic processes to curriculum reviews and introduction/revising courses to meet student needs and stay current (7) difficulties in removing both tenured full-time instructors who do not bother teaching and part-timers who are using complete automated publisher website but are high on preference list. FA protects these instructors who are harming the quality of instructions, students' learning, and the college's reputation. (8) diminishing morale among faculty and staff (9) ever-increasing executive salary while faculty salary staying stagnant (even the adjustment finally approved is only one year? in silicon valley?) while we watch yet another VP or Deans or Vice-Chancellor new position, promotion. (10) minimal marketing by the college for courses, programs (11) courses listed for registration later than Foothill and cancel low enrollment classes too early, rather than looking at the student demand behavior pattern.	12/6/2019 1:09 AM
164	The educational shift to teaching ONLINE. How to sustain enrollment. Bringing back more 2-year vocational programs.	12/6/2019 12:55 AM
165	Challenges: Enrollment changes, helping students with mental health issues and food & housing insecurity, ensuring excellent faculty stay at De Anza. Opportunities: Leadership and inspiration, collaboration with faculty & staff, central & visible presence on campus, community building with students.	12/6/2019 12:54 AM
166	* With greater college access (AB705, Promise, etc), we will need to provide better support to our students. * How to hire great full-time faculty given the high cost of living. * Our world is changing fast (technology, environment, political crises). We need to adapt our curriculum and approach so our students are better prepared for the workplace and the world they will go into after they leave DA.	12/6/2019 12:51 AM
167	ldk	12/6/2019 12:47 AM
168	Nothing much besides the fact that every generation gets worse.	12/6/2019 12:41 AM

## President Profile

169	Challenges:1) Declining enrollments which breeds grade inflation which erodes institutional integrity. 2) coming legislation which will require "equal pay for equal work" for all faculty. 3) the move to online education which will present assessment challenges. 4) the coming restructuring of education into smaller segments--the five or three credit course and the bachelor's degrees are both outmoded units--people need individualized skill sets and career targeted certificates. I can imagine the day not far off when you simply learn excel in a mini course, and not have to take a time consuming business class for many hours a week for many weeks. I think skills and knowledge seeking will become more segmented--and De Anza, in the next ten years, will need to respond to student's new neurological functioning and the pressure to give students what they want when they want it. Sequencing of courses and prerequisite rules will need to be refigured. More testing out of subjects will be encouraged.... There will be a host of accelerants in play, and the colleges that survive will be those who can manage the forces that will be clamoring for a rapidly accelerating change in education. .	12/6/2019 12:30 AM
170	The new president will face diversity and learning new names.	12/6/2019 12:05 AM
171	Nothing	12/6/2019 12:00 AM
172	Enrollment Budget Cost of living in this area	12/5/2019 11:36 PM
173	Challenges: budget, declining enrollment, poor morale in dome divisions due to lack of effective leadership. Opportunities: reshape college to focus on core (we CANNOT offer such a huge breadth of classes with enrollment as it is), help resize offerings to what is needed (enrollment again),	12/5/2019 11:08 PM
174	The new president will face the most significant challenges such as rescheduling their workload during emergencies and understanding the environment of the college.	12/5/2019 9:59 PM
175	Based on my personal perspectives on future problems that could appear on the De Anza campus would be creating a solution for homelessness. In the next 5 to 10 years, more students are more likely to be living on the streets or in their car due to the rising expenses in the Bay Area. For the new president, this would create more opportunities to find a way to build a safe place for these students.	12/5/2019 9:55 PM
176	Equality, on-campus sustainability	12/5/2019 8:51 PM
177	They will have to work to make sure the growing population of undocumented and low-income students are able to succeed and graduate.	12/5/2019 7:27 PM
178	I WANT A PRESIDENT WHO WILL REPRESENT OUR UNDER REPRESENTED COMMUNITY. NOT A POLITICIAN, NOT A SELF CENTERED PERSON. I WANT A PRESIDENT WHO WILL HEAR OUT THE STUDENTS AND KEEP THEIR PROMISES. NOT JUST TALK ABOUT WHAT THEY WILL DO AND CONTRADICT THEMSELVES WITH THEIR ACTIONS.	12/5/2019 6:17 PM
179	To make the campus more full of empathy and respect	12/5/2019 5:49 PM
180	Creating an environment of acceptance in these turbulent political and social changes	12/5/2019 5:55 AM
181	financial problems will probably ensue. I also think we're stale in our refreshment as a college. What I mean to say is, we're outdated in our thinking of the next step.	12/5/2019 3:58 AM
182	Help student find out their goal of light, careers, and motivation	12/5/2019 2:28 AM
183	facing a state government that cuts back on needed classes, student housing costs, worse commutes	12/5/2019 2:01 AM
184	Increased fear of immigrant students and their families. Enrollment and retention of these students is challenging when there are anti-immigrant policies. There are also challenges of cost of living and gentrification that are forcing low income families to move outside of the county. That is our largest population.	12/4/2019 11:57 PM
185	- Implementing transparency and changing institutional practice that may not be aligned with District policy and/or legal compliance. - Implementing a campus strategic plan that reflects current needs of students and employees, while also incorporating the future needs of the region. - Not becoming susceptible to institutional politics.	12/4/2019 10:47 PM
186	A unique challenge that the new president of De Anza will face is to get student more engage and get them connected to the outside world and help them find opportunities for them outside of campus.	12/4/2019 6:26 PM

## President Profile

187	Delivering high-quality, flexible access education programs especially to regional students (yes, I know there are int'l + out of state students who pad the coffers). Many of us have to work long hours to afford to live here, don't wish to quit our day jobs or take out loans to finish our educations, yet struggle to find the classes we need online with FHDA to complete our degrees. We're in the heart of Silicon Valley and yet the current delivery method (and classrooms) seem stuck in the 1980s and 1990s for the most part.	11/30/2019 12:28 AM
188	The challenges will be having faculty teach a class at the same level as another faculty member does so when a student takes a math class, then passes and moves to the next level math, they don't have to feel it's being accelerated. I have noticed that not all faculty teach the fundamentals of the same class and depending on who is their instructor some students end up getting lost or left behind. Then you have instructors teaching a math 10 class at an honors level that STANFORD would be teaching and that's not fair to leave students behind especially when they passed their previous math course with a good grade. Then other challenges will be trying to keep faculty happy and students happy at the same time. Students and faculty have different needs and it's hard to keep a balance. Then I've noticed in my major since I had to leave school to go through cancer treatment, there are less classes in the Paralegal Studies being offered during the day now and I'm afraid it's going to take me even longer to graduate, since I can't take night classes. This will lead to students leaving their major or transferring to another community college that gives them more options to get the schedule they need.	11/26/2019 5:22 AM
189	Enough classes for high demand majors.ex: Physic 4c and Chemistry 4c	11/25/2019 1:08 AM
190	Reinstating the excellent massage program some previous bone head president decided to dismantle for monetary reasons. It was an important and very useful program to the Silicon Valley. There are not enough massage therapists to serve our community, and businesses that employ massage therapists cannot find enough employees. Meaning a graduate from the program is almost guaranteed a job! This program was one of the best in the bay area, which is saying a lot. To dismantle it was short sighted - they did not investigate the importance of this program, and how much it benefited not only it's students with an affordable education, but our community with excellently trained massage therapist ready to work. The Silicon Valley is a very stressed out place, with a real need for well trained massage therapists to help people deal with that stress. Also notable is that a lot of the students trained in massage at De Anza went on to study Physical Therapy. They would get their certification in massage here, but pool it into a Kinesiology degree. So it might seem to the president that people were not wanting a "massage degree", that couldn't be farther from the truth. Simply being "certified" in massage allows you to work in massage, the named of your degree does not matter in this industry, so many students would earn a certificate in massage from De Anza yet opt to have their degree in Kinesiology for the benefits that can bring as well. Please take a look at how you might be able to salvage this important program, and remember If we only produce tech professionals, we aren't preparing for a balanced society. I have worked in massage for over 15 years and came to De Anza for continued education. I had been certified years ago and taken many massage classes since. De Anza's program was the best I have seen, and it was affordable. I recommended it to others often, and I feel it was a true waste to cast it aside.	11/24/2019 5:34 PM
191	With all that is going on in the country, I fear tensions amongst people of different groups is up ahead. Even if more fear than reality in De Anza, I do see at least it is something the new president should be aware of/consider.	11/24/2019 6:36 AM
192	I think the same community college needs to graduate associate programs and associate with transfer programs will be frequent and expected. And that in addition to vocational programs, academic and transfer programs, and community courses, the college may develop some new departments or reach articulation agreements on the right transfer courses. Lastly, I think as international students and immigrants come to the country and this specific Bay Area, De Anza may have to develop more courses and faculty in English as a Second Language. And there may be more courses offered in foreign languages alongside transfer agreements with universities.	11/23/2019 5:19 AM
193	Communicating with students from all around the world. Keeping the campus clean for the animals and keeping it free of smoking, drinking and vaping.	11/23/2019 2:02 AM
194	How to achieve a fair and proper balance between being a junior college (ie emphasizing classes equivalent to the 1st two years of a university) and being a community college (offering more lifestyle and adult interest classes, especially offered at evening or weekend times to accommodate working folks). It seems that the trend has been to diminish community service, which is a disservice to your tax paying public.	11/22/2019 9:58 PM
195	I don't know?	11/22/2019 9:41 PM

## President Profile

196	Probably not so unique, actually... :) --Rebuilding morale, trust and motivation after budget cuts and leadership void of past several years; --Harnessing faculty and staff energy while being mindful of workload --Balancing accountability and high expectations with empathy and emotional intelligence --Creating systemic structures for open communication and feedback at all levels -- Restructuring shared governance to be more inclusive, responsive, collaborative, all working toward a clearly articulated shared vision --Fostering culture change to build energy, curiosity and motivation to move toward equity mindset --develop external funding sources	11/22/2019 8:11 PM
197	Hiring quality faculty	11/22/2019 5:58 PM
198	Adapting to new environment	11/22/2019 5:13 PM
199	a lot of wasted building capacity & energy when Fridays are descheduled of classes, but building systems (e.g. HVAC) are still running. parking congestion can also be reduced if classes are more evenly scheduled throughout 5-day week.	11/22/2019 10:58 AM
200	More Homeless students will need more support, in logical and economic ways.	11/21/2019 8:00 PM
201	Creating a team - staff who is committed to De Anza College and building the moral.	11/21/2019 6:50 PM
202	I think it's the new president of De Anza College will face unique challenges is that I don't think everyone will go to the community colleges because I feel like the class is turning into online classes. That's why people doesn't need to go the community colleges.	11/21/2019 6:08 PM
203	budget reductions/reallocation possible Bond, Parcel Tax and Community Benefit Initiative opportunities If Bond/Parcel Tax do not pass then there will be many challenges attempting to maintain, upgrade existing facilities and equipment.	11/21/2019 4:49 PM
204	Issues with funding and how they would handle budget cuts in the right places.	11/21/2019 4:33 PM
205	More staffing for certain classes, more counselors	11/21/2019 4:03 PM
206	New technology, global warming changes, environmental	11/21/2019 3:31 PM
207	The overall job of being able to give the same opportunities to everyone without exception.	11/21/2019 2:11 PM
208	to increase number of coursep	11/21/2019 1:39 PM
209	Increase in student population, limited classroom space, more exchange students	11/21/2019 9:13 AM
210	The issue of the flint center	11/21/2019 8:59 AM
211	Being noticed. I've been at De Anza for more than a year and never knew we had a president.	11/21/2019 8:10 AM

## President Profile

212	<p>The unique challenges the new president of De Anza College will be facing are making sure that all of the student support services at De Anza are sustained and that De Anza continues to offer the best transfer rates for students while keeping up with current trends. With the current housing situation, many students are now opening up about their personal challenges outside of school and it has become harder for students to transfer within two-three years. This means the new president will have to show us how he/she will keep this into consideration when making attempts to strengthen our campus. Perhaps we may need to change to a semester system?</p> <p>Communication among every department is also something that I recognize to be an issue so perhaps the president can look into that, as well. I find that our campus is very bureaucratic which can be discouraging for students, staff, and faculty when it comes to decision-making. For instance, I attended my first Academic Senate Meeting several weeks ago and saw how faculty from the PSME division became disappointed when they couldn't be a part of this presidential search committee. This made me disappointed, too, because not every student can attend an academic senate meeting and see how dedicated their professor is to helping students at this level. Equal representation from every department is extremely important because many students have different educational paths and therefore different educational experiences. Being previously a Biology Major, I find that many professors in our STEM courses are very dedicated to helping students but may not be fully aware of all the on-campus support services and events. There needs to be a bridge between all of these gaps in communication. Perhaps students may not feel like there has been a direct connection with our school president so maybe the new president can have an opportunity to reach out to students via a fun video where he/she can introduce him/herself to the school for the first time? I know that the school website has a specific web page for the school president but to be honest, many students do not spend time looking at our school website. Instead, they go on My Portal only when they need to for their classes and payments. Perhaps the President can have an opportunity to work on changing the school website so that everything is on My Portal. To that end, the school calendar can definitely be updated to have more events besides sports competitions (once communication between departments are solidified) so that everyone is more aware of what is happening on campus. This way more students will be involved on campus, including staff and faculty.</p>	11/21/2019 7:56 AM
213	<p>With rapid development of AI and automation of a lot of jobs, as a community college what courses we are going to offer and how these classes are going to be taught, which will prepare students for future employments in this new era of technology, are some of the challenges I see with the new president of De Anza College facing over the coming years.</p>	11/21/2019 6:54 AM
214	<p>Challenge: The stunningly high cost of living in the area. Students are compromised by having to work extensive hours and have little time and energy left for academics. Faculty's energy and enthusiasm for teaching is undermined by the fact that teaching salaries do not cover expenses. The lack of affordable housing creates barriers for education and teaching careers. If DeAnza could offer affordable housing options for both students and faculty, it would help.</p>	11/21/2019 6:48 AM
215	Housing crisis	11/21/2019 5:42 AM
216	budget	11/21/2019 5:23 AM
217	More cultural issues brought to the light	11/21/2019 5:14 AM
218	<p>Keeping college discourse free and open, and making sure everyone has the right to an opinion. They also should prioritize instructor bipartisanship when teaching to avoid deliberate "brainwashing".</p>	11/21/2019 4:46 AM
219	<p>Schedule picking for students at all grade should be on the same day to prevent the situation that some students don't get the class as needed for their GE</p>	11/21/2019 4:44 AM
220	<p>Really, at least for me, I see that there is a lack of physics classes, or rather the calculus based physics classes. And since De Anza college is in the heart of the Silicon Valley, in addition to its reputation as a transfer school, the new president will have to find a way for more calculus based physics classes to be held.</p>	11/21/2019 4:23 AM
221	<p>Loss of good pt faculty. Keeping enough sections of classes so students can find what they need. It's a COMMUNITY college. Remember that. I'd we ask for parcel taxes, we need to have resources for this community (that means classes). Many students are frustrated with movement towards more online classes. Look at hybrids to meet both needs. Not everyone wants to transfer. That needs to be recognized and faculty/college shouldn't be penalized for that.</p>	11/21/2019 3:08 AM
222	<p>Education directed towards leadership for a democracy that is inclusive and respectful of environment and social responsibility in addition individual development.</p>	11/21/2019 2:15 AM

## President Profile

223	The fact that college educations will probably become more and more obsolete/less valuable. Especially as companies start to hire more based on merits rather than credentials.	11/21/2019 1:33 AM
224	There will be more and more students who have different backgrounds and life experiences. De Anza must evolve to be compatible with increasing diversity. Rent in the area will be even crazier--so Flint Center for affordable housing, please.	11/21/2019 1:25 AM
225	Free money for books.	11/21/2019 1:08 AM
226	Budget, student resources, environmental impact	11/21/2019 12:46 AM
227	student housing, immigration control, political situation, lower admissions to DA	11/21/2019 12:38 AM
228	n/a	11/21/2019 12:36 AM
229	He or she will find the right way the students are happy and the faculty finding affordable housing for both get rid l of "lazy" faculty members even with 10 or more years of experience	11/21/2019 12:35 AM
230	More enrollment for classes or offering more classes of the same subjects Fair wages for teachers	11/21/2019 12:31 AM
231	Implementation of student housing, the cost of college and helping students afford it, and the selection of classes and the process of doing so.	11/21/2019 12:30 AM
232	organizing fun events (like a game of tag where the winner gets a prize or something), having fun, etc	11/21/2019 12:29 AM
233	The future seems to be STEM. So, a combination of making the arts more relevant, and making STEM more inclusive.	11/21/2019 12:10 AM
234	Maintain a balance between new technology and common sense.	11/20/2019 11:52 PM
235	increase enrollment	11/20/2019 11:34 PM
236	Old teachers that need to retire that are racist and classist.	11/20/2019 11:28 PM
237	Financial Student Activism has always been high at De Anza. Flint Center going away - Housing replacing it? Expanding Part Time instructor opportunities A Board of Directors conservatism that has become rigid - creating more bureaucracy on campus.	11/20/2019 11:02 PM
238	Enrollment lowering A possible housing option in the flint center	11/20/2019 10:49 PM
239	Transportation, parking for staff and students. The rise in food pricings	11/20/2019 10:42 PM
240	Finding the best mix of online vs on campus instructors and materials but leaving that to the department heads while providing them the support to carry out the implementation.	11/20/2019 10:36 PM
241	Cristina is really nice	11/20/2019 10:34 PM
242	Connecting with students	11/20/2019 10:22 PM
243	New free tuition program, changing social climate, louder student voices in civil rights and social justice issues specifically pertaining to ICE and other immigration issues and LGBTQ+ rights and education	11/20/2019 10:08 PM
244	Test strategies and overcoming anxiety on them.	11/20/2019 10:07 PM
245	homeless students in addition to her/his normal activities. Incidentally I am 78 years old.	11/20/2019 10:01 PM
246	Going along with people under him with lots of strengths and weaknesses. Recognizing and putting them in use.	11/20/2019 9:53 PM
247	It doesn't matter, as long as he or she knows what they are doing	11/20/2019 9:51 PM
248	Maybe one would over come student needs, for example pushing for affordable housing and also updating the current campus infrastructure and equipment.	11/20/2019 9:45 PM
249	You can see many international student who are studying at De Anza	11/20/2019 9:45 PM
250	The collapse of the tech sector in the Santa Clara valley.	11/20/2019 9:44 PM
251	They will experience new clubs being created by students, new college programs that didn't exist before. They will have to deal with some of the same issues that we have now, but some will be issue we didn't have before.	11/20/2019 9:42 PM
252	Attracting students to different clubs financial issues	11/20/2019 9:40 PM

## President Profile

253	remaining unbiased and open to ideas of all types of political views. left and right on political spectrum.	11/20/2019 9:35 PM
254	Budget Issues, Fixing Departmental Improvisation, Making Sure More Flexibility Is Available For Students In Terms Of Enrollment And Taking Courses.	11/20/2019 9:34 PM
255	Hopefully ideas to help the students feel more comfortable to college and help financially	11/20/2019 9:32 PM
256	I would say that the president has the honorable position and power towards managing the college campus along with the facilities, yet with the great power, there needs to be lots of great responsibilities and flexibility that needs to be done. There needs to be a lot of unforeseen circumstances as well that the president needs to learn how to adjust and compromise certain ideas and beliefs that the president needs to work on.	11/20/2019 9:27 PM
257	Cost of faculty/operations vs student affordability	11/20/2019 9:26 PM
258	Helping students to ensure they are not homeless and can take classes on schedules when they work 2-3 jobs per student.	11/20/2019 9:18 PM
259	I would say a combination of enrollment changes (the decline has been pretty rough) and how to balance the demand for online classes with maintaining a robust, vibrant campus community.	11/20/2019 9:09 PM
260	Diversity and immigration issues of the students	11/20/2019 9:05 PM
261	A challenge is to get more people to participate in this type of stuff. Getting people to care is also a challenge.	11/20/2019 9:03 PM
262	Increasing student debt	11/20/2019 8:58 PM
263	Cost of tuition	11/20/2019 8:56 PM
264	In many ways, you can do the ultimate, such as a band, and have a good chance to go to other places to perform best.	11/20/2019 8:49 PM
265	Increasing competition in college admissions for transfer students	11/20/2019 8:47 PM
266	Since tuition will become free for students, I believe that classes will become very crowded and competitive. This would be a serious problem.	11/20/2019 8:46 PM
267	An increase of high schoolers in the area taking or dropping De Anza courses.	11/20/2019 8:36 PM
268	Loss of faculty, staff, and administrators is a big one. De Anza has lost a number of qualified employees to Foothill. They aren't leaving their jobs; they are leaving De Anza. Why is that? There's also the number of faculty of color who have resigned from De Anza and/or not made it through tenure. Additionally, there are a number of faculty on unpaid or partial leave. I think this is all rooted in the same problem. There are issues here that need to be addressed.	11/20/2019 8:36 PM
269	Integrating our diverse students, while making sure they can get economic opportunities and adjustment in the Silicon Valley or beyond.	11/20/2019 8:35 PM
270	climate change trade war inequality	11/20/2019 8:32 PM
271	Unless the no repeat class mandate is removed there will be substantially less students and possible campus closure.	11/20/2019 8:31 PM
272	declining enrollment; maintenance of the large campus; issues regarding Flint Center; issues of student homelessness and hunger; DACA.	11/20/2019 8:30 PM
273	Providing enough classes for all interested students. Community colleges are such an incredible asset to our communities but many students can't get the classes they need / want.	11/20/2019 8:29 PM
274	Generational change	11/20/2019 8:28 PM
275	New industries and professions	11/20/2019 8:26 PM
276	The unique challenges the new president will face is the homelessness crisis, doing the budget, stop students from drinking in their cars in the parking lot, improving the security and fixing the parking ticket machine.	11/20/2019 8:25 PM
277	The uncertainty of todays society and a fear for war in the near future.	11/20/2019 8:23 PM
278	Funding, changing curriculum	11/20/2019 8:23 PM
279	Budgets and enrollments.	11/20/2019 8:23 PM

## President Profile

280	Financial Aid	11/20/2019 8:23 PM
281	Diversity, enrollment, student relations, community involvement, and financing	11/20/2019 8:22 PM
282	Incoming students being more diverse than before. All from different income levels, backgrounds and needs.	11/20/2019 8:21 PM
283	Declining enrollment. Declining bodies on campus	11/20/2019 8:18 PM
284	Student success (factors that affect student success & solutions)	11/20/2019 8:15 PM
285	Develop new activity and service for students	11/20/2019 8:15 PM
286	PC culture and the rise of people who can't handle reality.	11/20/2019 8:14 PM
287	Rise of online course demands. Low enrollment. Switch to Semesters. Loss of compensation to faculty due to low enrollment.	11/20/2019 7:59 PM
288	Enrollment, preserving the college's academic standards, addressing matters of equity.	11/20/2019 6:56 PM
289	How to make De Anza stand out among the many other great community colleges in the Bay Areas. What is the main focus of De Anza? Transfer? CTE?	11/20/2019 6:44 PM
290	Reorganizing the college into a manageable and organized structure and not let individual personalities dictate what they will or won't do.	11/20/2019 5:50 PM
291	Increasing enrollment will be a challenge. If the voters award a new bond to the district, then the opportunity to modernize the builds may make recruiting new students easier.	11/20/2019 3:27 PM
292	accessibility	11/20/2019 7:56 AM
293	How to increase enrollment, help increase wages for both faculty and staff so that they are able to both live and work in the Silicon Valley, look for innovative classes to increase enrollment	11/20/2019 4:56 AM
294	Rebuilding trust among individuals who are having a difficult time trusting others, enrollment, encouraging collaborations among divisions/departments.	11/20/2019 4:14 AM
295	declining enrollment, cost of books	11/20/2019 1:51 AM
296	declining enrollment survival of CTE programs recruitment of qualified faculty	11/20/2019 1:38 AM
297	The budget crisis, the contract that favors full-time faculty at the expense of good, effective instructors.	11/20/2019 1:06 AM
298	Budget, dropping enrollments, underpaid, underappreciated, and unhappy faculty	11/20/2019 1:02 AM
299	Decreasing enrollment. Increased cost of living for students, faculty and staff. Greater need for trade/vocational training.	11/20/2019 12:58 AM
300	Challenges: AB 705, morale, budget crisis, declining enrollment	11/20/2019 12:28 AM
301	Moving us forward. Lots of people like to do it the "way we've always done it"	11/20/2019 12:15 AM
302	I feel the challenge will be enrollment and the opportunities might be remodeling the Flint Center to accommodate homeless students.	11/20/2019 12:15 AM
303	In addition to our own enrollment drain, locally our students are struggling with stagnant wages, rising housing costs, and mental health challenges in an increasingly racist political climate. Our students are traumatized and economically insecure. We are facing increasing privatization and corporatization of higher education on the state and federal level that undermine the goals of developing students into civically engaged, humanistically sensitive community members and focus instead on processing students like widgets through credentialing systems. And on top of this globally we are facing catastrophic climate change, increasing economic inequality, and the erosion of democratic norms and processes.	11/20/2019 12:09 AM
304	budget cuts, reorganization, sizing down college	11/19/2019 11:52 PM
305	Declining enrollment, capital projects (like the Flint Center), and bringing De Anza up to speed in relation to our technology (let's get rid of Outlook), building aesthetics, bringing best practices to professional development, and uniting the campus so there is more spirit, pride, and unity. Lastly, working on building solid leadership from the most senior executives to the lowest levels of management. Getting rid of the puppet masters and title chasers.	11/19/2019 11:39 PM

## President Profile

306	Education in a demographically shifting environment - marginalized communities becoming stronger, social justice advocacy becoming the norm. We need to embrace this change in the face of adversities. Access to educational resources - we are moving toward online education and making everything "accessible" ... IF you have access to the technology. We have to bridge that gap. Equity - its not enough to be inclusive to those that are on our campus, who is NOT on our campus? Social class divide is going to be real, as well as continued struggles for race, gender (NB especially), and ability.	11/19/2019 11:38 PM
307	Challenge: (1) Advancing Equity, Diversity, Inclusion and Social Justice (2) Enrollment increase (3) Funding to serve the "whole" student while maintaining academic excellence and innovation (4) Break up the silos starting at the top Opportunities: Advance Equity, Diversity and Inclusion, Grow our Career Tech Education & Workforce Programs as well as the Non-Credit and Dual Enrollment Program	11/19/2019 11:27 PM
308	Unifying our faculty and staff and healing a top-down, often absent, previous leadership. Recruiting and retaining diverse student populations that we have lost to other districts.	11/19/2019 11:15 PM
309	1. Student concerns regarding home- and food insecurity. 2. The growing need for mental health services afforded to students, faculty and staff alike. 3. The rise in gun violence aimed at educational institutions. 4. Finding resources to fund and/or research all of the above.	11/19/2019 11:15 PM
310	The challenges and opportunities our next President will all have to do with equity and their relationship to it.	11/19/2019 11:12 PM
311	Budget.	11/19/2019 11:10 PM
312	Making De Anza stand out in a crowded marketplace of local community colleges. We need new and innovative curriculum that sets us apart. Partner with Apple, Google, Facebook (and others) in developing certificate programs leading to high paying jobs for our grads.	11/19/2019 11:09 PM
313	Enrollment, financial challenges and trying to fix the morale of the campus. The opportunity for the new president would be to bring in fresh ideas to to remodel De Anza College into a positive place where faculty and staff are happy to be working and students have a good experience.	11/19/2019 10:58 PM
314	Making tough long term decisions in light of declining enrollment that maximize the strategic value of De Anza in the future. In order to meet the changing needs of our students, we need to radically overhaul bureaucratic processes that exist.	11/19/2019 10:58 PM
315	-Help departments and divisions to collaborate and work together for the good of the college or students. -make positive changes that help to revive the spirit and the faith in staffs and faculties around here -how to budget wisely-- which programs should support	11/19/2019 10:57 PM
316	Budget stability during potential declining enrollments Handling growth of online courses in proactive campus wide strategy Stop weak faculty from teaching online and hiding behind union. Weak online courses can ruin De Anza since we are heading more in the direction of online courses. Rewards for high achievers. Currently high achievers rewarded with more work than low achievers. This must be sorted out. PAA is excellent part of that solution but more is needed (ie release time or stipends to reward faculty).	11/19/2019 10:50 PM
317	Challenges to immigrant students, lgbt students, and students color. Challenges of transportation for students and full and part-time faculty. The need for expanded class offerings to allow DeAnza to grow	11/19/2019 10:48 PM
318	AB 705 Keeping the part time faculty content	11/19/2019 10:45 PM
319	Enrollment. Building relationships with community and local businesses.	11/19/2019 10:41 PM
320	Increasing enrollment and expanding college resources.	11/19/2019 10:38 PM

## President Profile

### Q3 Describe the background, experience, and skills the ideal candidate would possess.

Answered: 316 Skipped: 67

#	RESPONSES	DATE
1	Given collectively that De Anza's current senior administration have never held a tenure-track faculty position or have little to no teaching experience, the next president needs to have been an instructor or professor for at least four years. Teaching experience brings insight and knowledge that De Anza needs, especially around the student and faculty experience. We need a president that will change our current leadership dynamic that is very exclusive and untrustworthy. We all have much to learn if we listen to our students and trust each other. The next De Anza president needs organizational leadership education and experience with a proven track record of DIRECTLY transforming their work environments—hands on, not they hired someone to do this work. The candidate should have had the desired to transform their environments and still wants to do the work. The president of any public educational institution must have a terminal degree. De Anza's historical slogans of being the "best" and "tops" are a testament to the reputation. We need someone with initiative and follow through in self- and professional-development. Someone that is dedicated to learning and listening, especially to the professionals on the campus that work, teach, develop and transform the institution from the ground. Our campus is very frustrated with the current disregard for our employees' expertise. Our leader should be both "Doctor" and "President" of De Anza. The next De Anza president needs to know how to effectively assess our current practices, implement changes to optimize our performance and the budget, and thereby enhancing direct services to students.	12/14/2019 6:43 AM
2	-Innovative, visionary, with a proven track record of reinvigorating a community college -Ability to create a positive campus environment where staff and faculty feel valued and appreciated for their contributions -Ability to attract and retain diverse talent (staff and fac hiring) -Ability to fundraiser and create community partnerships that tap into the resources and innovation in the Silicon Valley and broader Bay Area -Fiscal management and responsibility- ability to navigate the college through declining enrollment and figure out a way to bring in new funds and resources -Deep teaching and student services experience -Active commitment to equity and the goals set forth by the state and college to meet equity goals for our disproportionately impacted student populations	12/14/2019 6:35 AM
3	The ideal candidate would have demonstrated success in working directly with underrepresented students in the classroom. The ideal candidate should have extensive teaching experience. The ideal candidate should have a demonstrated commitment to vulnerable student populations and the ability to grow student populations through innovative approaches to recruitment and support of students. The ideal candidate should have demonstrated the ability to build positive relationships with faculty that are productive and respectful. The idea candidate will be approachable and accessible and turn their focus inward to create the necessary change at the college level and drive policy and changes on the ground in a collaborative manner with faculty, staff and student stakeholders. The ideal president would pay attention to what is happening in our learning communities and figure out ways to amplify and support more faculty working in these program.	12/14/2019 3:10 AM
4	1. Understand that a president is only a caretaker 2. Business and/or government experience 3. Tolerance	12/14/2019 2:22 AM
5	An administrator who is student centered, interested in supporting faculty and staff to be excellent at their jobs while giving them freedom and respect, and who strives to innovate and seek excellence would be a good fit.	12/14/2019 12:10 AM
6	Managerial	12/13/2019 11:58 PM
7	Strong business/financial background with educational experience. One that can define the focus of this college (we can't be everything to everyone) A person that get consensus	12/13/2019 11:47 PM
8	A broad view of education and the role of community college within the diverse changing context of the San Jose area (peninsula, and online distance learning as well).	12/13/2019 11:22 PM

## President Profile

9	The ideal candidate should possess a very culturally sensitive background, the integrity to be fair and objective, The confidence to be honest and transparent, The ability to learn and support, The humility to recognize mistakes and correct them, The energy to connect and interact with faculty staff and students at different levels, and the stamina to dress well, act mindfully & speak thoughtfully and be a vision of the greatness that DA is known to be!	12/13/2019 10:28 PM
10	The president should be approachable while also being well-respected. They should be responsive to the college and take action as needed. Words don't mean much if nothing changes.	12/13/2019 9:21 PM
11	A leader with vision and also a big supporter of the library.	12/13/2019 9:11 PM
12	A history of real progressive activism rather than armchair pontification. Actual administrative experience, as well as actual rather than feigned classroom teaching experience. Real experience leading fights against racism, sexism, homophobia, ableism, and ageism - in fact, a willingness to even use those words! Real experience promulgating unique educational efforts that cross disciplinary boundaries.	12/13/2019 9:02 PM
13	Student-centered, experience leading large organizations, ability to engage industry, CTE experience and focus,	12/13/2019 8:29 PM
14	PhD in an academic area rather than in administration or education. Plenty of teaching experience, good people skills, but also skills in fundraising and budgeting.	12/13/2019 8:23 PM
15	Served as a faculty member at some point in career, can show they have created relationships outside of higher ed, thinks outside the box, transparent,	12/13/2019 8:22 PM
16	1. The ability to inspire three groups of people: The administrators that work for them directly, faculty at large, and members of the outside community, including but not limited to our Board of Directors. 2. The ability to demand support of faculty from the administrators who work directly for them.	12/13/2019 8:08 PM
17	California community college experience. Experience with instruction and student services. Proven track record with community networks and fundraising. Demonstrated leadership with diversity and equity.	12/13/2019 7:51 PM
18	An equity lens, prioritizing faculty and students above "metrics" and "mandates," visibility on campus, teaching experience, an advanced degree in education, collegiality	12/13/2019 6:30 PM
19	Faculty, student services, track record for creating positive change, student centered and motivating.	12/13/2019 6:02 PM
20	Come from outside of the district, professional leadership experience in more than one community college, unafraid to be innovative, documented experience in multiple organizations and associations leading or greatly contributing (with work not just funds) efforts, projects and programs that have had demonstrated impact in communities of color, someone known for getting their hands dirty in the work and not just leading from their desk or their home, someone who is visible on campus, someone who has demonstrated putting students first instead of cowering to faculty associations, someone who has a record of positive relationships with staff, someone who has reached this level not through nepotism or relationships but through PROVEN accomplishments,	12/13/2019 5:55 PM
21	N/A	12/13/2019 5:47 PM
22	Dedicated educator with years experiences in school administration & facilities operations.	12/13/2019 5:21 PM
23	A background in teaching and some amount of administrative experience	12/13/2019 4:47 PM
24	I do NOT want someone from in house. We need new blood and new ideas.	12/12/2019 6:25 PM
25	Since De Anza is in the middle of Silicon Valley, the ideal candidate would have training in and/or work experience in the STEM area and could demonstrate an on-going working relationship with tech companies, whether it's as an employee, consultant, or board member. The person should show an interest in and understanding of how to tap into the tremendous opportunities in the world-class tech companies that surround De Anza. We have a treasure chest in our backyard that is unopened so far because our leader is not familiar with these industries. If the person had good teaching experience at community colleges, high schools, or universities, that would be a bonus.	12/12/2019 4:46 PM

## President Profile

26	Without being too specific, because I don't think particular wickets are necessarily required for a good president, I do think that it would be wonderful to have a president who has faced hardship and adversity and come out on top: I feel that is definitely relatable and inspiring to many students starting college, especially at a community college, who often come from less (low income, lower standard-of-living areas, first generation college attempter, etc). And of course, a leader of a changing world should be adaptable.	12/12/2019 3:18 AM
27	Don't know	12/11/2019 9:43 PM
28	I believe that the ideal candidate should have a minimum of a Masters degree in Education or Administrative field. (PhD preferred) I also think that experience in either of these capacities with a track record of success is also key to selecting a successful candidate. The track record should be scrutinized more closely.	12/11/2019 8:01 PM
29	Candidate should have experience as a college instructor, preferably from STEM. They should be fully aware of expectations for articulation.	12/11/2019 7:53 PM
30	I have no idea what qualifies someone for this position. If you want any useful input from people you should quickly explain the position's responsibilities or common problems the president has to deal with. How much power does the president have to make changes?	12/11/2019 5:01 AM
31	Someone who can be a) present, b) transparent, 3) innovative and can think out of the box, d) Someone who can surround him/herself with intelligent senior staff and not people who tell him/her what he/she wants to hear, e) someone who can clean the 2-year curriculum mess. f) someone who owns no one any favors, g) someone approachable, h) Someone who taught for at least 10 years.	12/11/2019 3:57 AM
32	A community college background serving a diverse student population. Preferably someone who also has a teaching or classified staff background.	12/10/2019 10:42 PM
33	1 year as a student at De Anza currently attending at least 1 club	12/10/2019 9:28 PM
34	Experience building community with students, sustaining faculty and staff, and using our Silicon Valley resources to bring us into the future. We need a leader who inspires positive, realistic, and sustainable change.	12/10/2019 5:28 PM
35	Experience working with working-poor communities would be number one.	12/10/2019 7:02 AM
36	Experience in community college administration, some background in technology, and ability to relate to community.	12/10/2019 1:22 AM
37	The ideal President is someone well-trained in Organizational Psychology and Organizational Efficiency. This individual has no conflict-of-interest ties with anyone in our college who is abusing power already. This individual would remove the position of Department Schedulers, and find an outside manager to assign courses fairly, and on an even rotation. If that is not possible, then this President would ask the Schedulers to provide public, transparent "proof reports" of fair rotation amongst the faculty. This President would provide an anonymous reporting system for unfair or biased scheduling practices. Then--these anonymous statements would be sent to Human Resources. On a larger level, This President would use corporate and community networking contacts to implement more career opportunities and internship opportunities for our students. It is ridiculous to live right in the middle of Silicon Valley, and have so few of our students being recruited into high-paying tech; design; and construction management jobs. Students should also be given the opportunity to do "job-shadowing." Why not have a De Anza Shuttle bus that shuttles our students once a quarter to the various industries around the area? Let's bring back the Co-Op units, where students get academic credits for their part-time job. The President would also immediately move Health Services and EOPS to better real estate on campus. It is awful that such key services, serving such vulnerable students, be forced to carry on in an underground basement with no windows. There is plenty of space in the MLC building--huge offices, even empty offices--all being under-utilized. The cafeteria also needs to be renovated. The floor tiles have flooded and buckled time and time again. It is unsanitary and depressing--and so many students use this building. The President would find a corporate donor to re-build our cafeteria.	12/9/2019 10:00 PM
38	someone who has lived in a variety of places, held a significant, leadership position, had experience various economic strata, and exhibits emotional intelligence	12/9/2019 9:13 PM
39	Considerate	12/9/2019 8:53 PM
40	Social justice issues in relation to women, lgbtqia, minorities, and other related challenges.	12/9/2019 3:13 AM
41	A background in teaching, hopefully diverse. No history of working for a major corporation or any politically-motivated industry.	12/8/2019 11:34 PM

## President Profile

42	Someone that is well diverse or understands and enjoys promoting diversity yet embrace a strong unity community college atmosphere. Ideally someone that can delegate various roles well and also be a leader when needed. Most importantly someone warm that loves to be in that position to make positive change in the future.	12/8/2019 10:50 PM
43	Multiple years of experience leading others	12/8/2019 8:00 AM
44	Honesty Humbleness	12/8/2019 7:25 AM
45	A role in some sort in a foundation for a good cause. Humanity matters to me. An inclination to go with what's right over what's popular.	12/8/2019 7:09 AM
46	Previous experience with community college administration, willingness to meet with students, understanding of what it is like to be an instructor at a community college	12/8/2019 6:22 AM
47	I think this candidate would have to have experience in an inclusive workplace, and with having the skills of trying to make De Anza a more diverse place especially with faculty.	12/8/2019 4:27 AM
48	Well connected to other universities, PhD, ideally understands the Jr College transition to University though personal experience.	12/8/2019 4:25 AM
49	Not a cliché politically ambitious candidate. Just a normal student.	12/8/2019 3:57 AM
50	The ability to mobilize and build partnerships and collaborations at multiple levels--- campus constituents (faculty, staff, students and mid-level instructional and student services managers/administrators), local and statewide CCC and legislative leaders, community, and industry. Ability to attract off-campus support and visibility for the campus. Being able to be both a day-to-day leader as well as an effective liaison/spokesperson for the campus to the larger community.	12/8/2019 2:15 AM
51	held similar position at a successful college	12/8/2019 1:49 AM
52	Background as a former student, free-thinker that doesn't play by the rules but looks for ways to benefit the students and the staff. Not only in it for the money.	12/8/2019 12:10 AM
53	An understanding of the diversity and community at De Anza stands for.	12/7/2019 11:19 PM
54	The candidate should be someone who has experience in education, management, and who has a mind open to doing things differently. It should be someone who can see the potential for this place and what it can become for the community.	12/7/2019 10:36 PM
55	Good open-minded management. A vision for the future and the strength to implement that vision regardless of what some in the current administration may not agree with and even fight back on. Also, the strength to move those administrators who do not have a vision, are more than happy with the current state of affairs, and/or are not competent for their current position out or to where they are capable of being effective. We currently have some upper administrators that are not competent for their position, are way over their heads, and compensate for that by being micro-managers with no vision of how to fix issues. They also do not trust people who are "lower level" to them to have brains and intelligence to innovate and manage their dept or division.	12/7/2019 6:57 PM
56	a former teacher, someone that has experience navigating government bureaucracy, but doesn't accept that "that's the way the red table goes", that they have the attitude, ambition, and understanding to get things done and alter the system if necessary.	12/7/2019 5:03 PM
57	I would appreciate someone who can related to several background in some way shape or form. Someone who cares about every foot that steps through the door, including those with disabilities and all those who work at De Anza. I would hate to see someone with an agenda for themselves. And it's important to know what things are important to that person so that it can be better decided if the person is a good fit. Yes - it is important to have some background and experience in a place like De Anza but if someone truly has the grit and love for the school, I believe with support they can raise to the level, assuming they have had some experience in such an area of organization. Someone who can make hard decisions while weighing all who they affect - and opening up for feedback is a skill and blessing. Someone who understands the special challenges we have in the Bay Area with education and addresses those changes. Someone who considers all programs, including those or seniors. Someone who's walked in our shoes would be quite amazing. Someone with humility and integrity is HUGE. Someone who doesn't fall to political gossip in academic organizations.	12/7/2019 4:41 PM
58	In my view it is not a strict requirement that the new president has been a president of a community college before although that would be desirable. I would prefer if they were a former faculty member, and if so that they have Academic Senate or faculty union leadership experience.	12/7/2019 3:26 PM

## President Profile

59	CA Cc exp. Experience as support staff & has worked through the ranks (knows each level of the college). Knows the challenges DA are facing and can quickly step into leadership role. Teaching exp not a necessity as this is an administrative role. Strong people skills. Ability to listen and then make difficult decisions that are best for college not faculty/ individual departments.	12/7/2019 9:00 AM
60	Someone with a doctorate in education, and teaching experience.	12/7/2019 8:29 AM
61	An ideal candidate would be a person who understands the struggles of what it means to be a marginalized student trying to achieve higher education. An ideal candidate will also know/understand the history of the diverse students at de anza.	12/7/2019 8:08 AM
62	Realistic ideas about challenges for working students.	12/7/2019 7:31 AM
63	Theatre and performance background. Favors the students wants and needs.	12/7/2019 6:48 AM
64	Background as a teacher and college student. They need the patience of getting along with the mass number of students.	12/7/2019 6:32 AM
65	Diverse, Liberal Arts knowledge. Administrative knowledge. Leadership demonstration.	12/7/2019 6:14 AM
66	An open-minded human with a big and kind heart	12/7/2019 6:05 AM
67	Education, leadership, social skills, willing speak out when wrong doings, man or woman of ethics.	12/7/2019 5:45 AM
68	Went through the community college route	12/7/2019 4:32 AM
69	I don't know	12/7/2019 4:31 AM
70	Fairness and demonstrated administrative competence, prior community college administrative experience rather than solely from the business community, experience and enthusiasm for diversity, likes interaction with students and ensures accessibility to students. Preferably community college classroom teaching experience, as well.	12/7/2019 4:29 AM
71	Organizational leader, well adept student, well rehearsed in public speaking and student body management	12/7/2019 3:00 AM
72	communicate with people with the diversity of cultural backgrounds	12/7/2019 2:27 AM
73	Ability to lead other people	12/7/2019 2:23 AM
74	Someone that has faced serious challenges and been up to the task to handle them with creative solutions.	12/7/2019 2:21 AM
75	I don't have time for this	12/7/2019 2:13 AM
76	Connection to a variety of cultures and ethnicities, previous experience as a college/university officer, someone who can increase opportunities for students who want to transfer to collaborate with universities	12/7/2019 2:06 AM
77	Has had a very active role in the upper brass of a college before. Clear and honest in communication.	12/7/2019 1:52 AM
78	Ideally, I'd like the candidate to have a *mix* of administrative experience, meaning in both the public and private sectors. I don't want someone who wants to "run this place like a business" or regard students solely as "customers". However, I also don't want someone who has had *only* public-sector administrative experience. Imagine, for example, that they had some experience as an administrator of some complicated, technical endeavor, like a Silicon Valley company. That might be valuable to have, too.	12/7/2019 12:40 AM
79	The president should be able to have a solid background experience and skills in leadership diversity, economics and partnerships.	12/7/2019 12:11 AM
80	-A leader -Understanding. -	12/7/2019 12:04 AM
81	Started as a teacher maybe. Definitely some educational background.	12/6/2019 11:56 PM
82	Someone who is highly educated and well rounded in multiple fields of study. Someone who understands inter cultural studies and understands the diversity of De Anza.	12/6/2019 11:54 PM
83	successfully working with diverse cultural background skilled in forecasting educational institutions well versed in healthy inclusive communication	12/6/2019 11:48 PM

## President Profile

84	Education - ideally this would be someone who has been tenured and understands the pedagogical implications. They should have a Ph.D. from a well respected and renowned institution. Skills: This person should be a diplomat, knowing when to lead, facilitate, listen and respond articulately in writing or in person. The candidate should also have a demonstrated leadership background - one in which they are savvy at motivating and encouraging faculty, staff and students. They should know how to use the talent we have on campus, and how to cultivate it.	12/6/2019 11:41 PM
85	Younger, influential, popular	12/6/2019 11:00 PM
86	The human skills to understand the people that wants to learn regardless of their age.	12/6/2019 10:49 PM
87	Record of leadership with forward thinking. Experience in growing an institution. A record of intellectual and social engagement that reaches beyond the persons workplace. Political engagement. An academic background in administration.	12/6/2019 10:08 PM
88	Teaching or Counseling with a strong academic record. Preferably an advanced degree in something other than Education. Experience such that they are identified as standing for the best for students in terms of academic achievement. Unbroken history of collaboration coupled with good judgement in times when the majority wanted something shown to be less good over time.	12/6/2019 9:55 PM
89	- Transparency with De Anza students - High Collaboration and communication skills - Equality towards every person regardless of background, race, sex or looks	12/6/2019 9:49 PM
90	Open to all cultures and be available to help when needed it	12/6/2019 9:46 PM
91	Work hard Responsible	12/6/2019 9:44 PM
92	Experience in the following: -managing finances well so that each department has the necessary funds to easily do their work -communication with people of different socioeconomic and cultural background - teaming up with individuals at all levels in the school to ensure open communication	12/6/2019 9:34 PM
93	College educated, Multicultural understanding/interaction, Real World Job Placement,	12/6/2019 9:23 PM
94	From	12/6/2019 9:16 PM
95	Experience is always helpful but it needs to be paired with an internal personal goal to positively affect a mass of people, in this case students, under his/her leadership. Someone with a mindset "business not as usual". This is someone who wants this role not for personal gains as in getting a title, using it as a stepping stone for the next big title. It is not about them. It is about making a positive impact to many lives.	12/6/2019 8:59 PM
96	Strong understanding of diversity, ability to incorporate programs that fits or includes various age groups, making the campus more interactive.	12/6/2019 8:58 PM
97	Someone who has experiences in the community college system, and someone who lives in the area.	12/6/2019 8:56 PM
98	knowledge of equity experience with resource allocation sensitive to the policy of class cancellation and making it easier for faculty	12/6/2019 8:46 PM
99	Strong teaching/student services background with ongoing contact with students. Strong demonstrated commitment to civic and political engagement that builds on and raises up this unique aspect of De Anza's culture. Administrative competence, intelligence and intellectual curiosity, ability to deal with complex facts, successful experience in multicultural environments-- all of these should be a given baseline minimum. Let's not settle for anything less than extraordinary.	12/6/2019 8:40 PM
100	To do it anonymously and have an equal to chance to vote for each person	12/6/2019 8:40 PM
101	Someone with a brain	12/6/2019 8:36 PM
102	business-minded fair, honest creates a positive environment	12/6/2019 8:32 PM
103	Background in working with a diverse population, and working with people who hold both liberal and conservative values. The current administration is horribly biased and offensive.	12/6/2019 8:26 PM
104	Compassion, getting into the thick of things, knowing who to hire of seek guidance from to guide your decisions, recognizing when you don't know something and to be humble about it and ask for help.	12/6/2019 8:25 PM
105	Someone who knows how a real education is to be taught and received	12/6/2019 8:23 PM

## President Profile

106	Some leadership preferable. But it would be great if the person had a background in teaching so they know the experiences of the professors.	12/6/2019 8:08 PM
107	-Strong administrator, with general leadership skills such as strategic planning, being organized, good speaker, not political, decisive, strong external communicator. -Should be experienced as a President - no entry level candidates please! -Background in community/junior colleges, even if out-of-state. -Pro development and training. The president's direct reports need to increase their own leadership skills.	12/6/2019 8:02 PM
108	former administrative roles, CC experience, social justice and equity minded.	12/6/2019 7:52 PM
109	The ideal President would have a great track record when it comes to selecting Math and Science deans. Our next PSME Division dean should be like Anne Leskine. [Inappropriate content removed.]	12/6/2019 7:47 PM
110	Those who have been effective and caring teachers in a community college at some point in their careers should be the first cut.	12/6/2019 7:46 PM
111	Vision for holistic education, dedication to the surrounding community.	12/6/2019 7:45 PM
112	A proven successful background offering innovative programs and services to the local community and beyond. Our new leader should be easily accessible, kind and smart and have local and state connections with our legislature.	12/6/2019 7:37 PM
113	Leadership, kind, nice, rational, decisive	12/6/2019 7:33 PM
114	An open Mind, Love for students, a willingness to see them succeed, experience running a 20k attendance plus university.	12/6/2019 7:32 PM
115	Hopefully justice.	12/6/2019 7:31 PM
116	Know many cultures, languages, academic, socially, environmental inclined	12/6/2019 7:27 PM
117	Help find resources for student on and off campus	12/6/2019 7:27 PM
118	He/she should have some experience of leadership prior to becoming president, and should be able to lead a group/make decisions.	12/6/2019 7:26 PM
119	A positive perspective towards students of colors and a wide open ideals to Our future.	12/6/2019 7:20 PM
120	Candidate must have lived their life in academia. Preferably holds a PhD.	12/6/2019 7:17 PM
121	Rich experience in teaching, researching and administration.	12/6/2019 7:03 PM
122	A kind person who is well-rounded, really cares, intelligent, and open minded.	12/6/2019 7:01 PM
123	They should be highly educated and qualified. They should be efficient and good at collaboration and transparency with the students and teachers on issues.	12/6/2019 6:56 PM
124	Great leadership skills. Have a great human relations and can communicate effectively to the staff and students	12/6/2019 6:56 PM
125	Years and years of war and hardship. And the ability to see into the future.	12/6/2019 6:49 PM
126	Someone who has a view point from a global scope. Preferably an international student who don't drive Lamborghinis and understands struggle.	12/6/2019 6:45 PM
127	STEM background, must have taught before	12/6/2019 6:39 PM
128	10+ experience with college students	12/6/2019 6:39 PM
129	Communication	12/6/2019 6:38 PM
130	Professor of some sort at a collegiate level	12/6/2019 6:31 PM
131	Background in business. Cares about students and faculty.	12/6/2019 6:29 PM
132	Finances, isnt a pushover	12/6/2019 6:28 PM
133	Successful experience with Strategic Enrollment Management planning and implementation Successful Cross-functional / cross-departmental approach	12/6/2019 6:28 PM
134	The candidate should be collegiate-level admin with personal experience as community college student; the person should be multi-lingual	12/6/2019 6:27 PM
135	One who has statesmanship and thinking about improving the standards of the college from education perspective.	12/6/2019 6:23 PM

## President Profile

136	Previous teacher or counseling experience. They should be knowledgeable of the transfer process.	12/6/2019 6:21 PM
137	The incoming President should be familiar with De Anza as a leading academic institution of the California Community College system, and should place maintaining its academic prominence at the top of his/her priorities.	12/6/2019 6:18 PM
138	strong education administration background and aware of cultural diversity in the bay area	12/6/2019 6:17 PM
139	should have a teaching background. his/her stance about important issues concerning social justice and equity should be seen in his/her past roles. having an Ed is a plus. proven ability to solve difficult educational problems. good communicator, approachable.	12/6/2019 6:15 PM
140	No idea i am an artist I feel: love and generosity but need to be firm and determined. Look for the best. Creative.	12/6/2019 6:13 PM
141	Well rounded, social, relatability, experience in leadership.	12/6/2019 6:10 PM
142	Driven, Intelligent and Has experience with major management positions	12/6/2019 6:09 PM
143	leadership	12/6/2019 6:08 PM
144	Interpersonal communication High level of patience Understanding and listening	12/6/2019 6:08 PM
145	n/a	12/6/2019 6:08 PM
146	Good communication skills, good leadership skills.	12/6/2019 6:07 PM
147	Preferably has history with FHDA District, was a former community college student, or otherwise has connections to FHDA and Community Colleges. Obviously a good communication skills, transparency, money management are all ideal skills	12/6/2019 5:53 PM
148	The ability to understand what other people are thinking.	12/6/2019 5:27 PM
149	The New President should have actual classroom teaching experience. The new president should also have children that will be or have already gone to college; real experience with sending an adult child through the system.	12/6/2019 4:12 PM
150	The ideal candidate would have to know the history of De Anza College. I hope we hire someone that can relate to all employees starting with the classified staff and higher management, students. Someone like Christina Espinosa-Pieb she would be a Great candidate.	12/6/2019 4:10 PM
151	-The ideal candidate should be a visionary, someone with a proven record of being a coalition builder in this region or another similar to Silicon Valley. Familiar with the Latinx, Asian, and other marginalized communities outside of Cupertino since students come from areas outside service area. -Ability to mentor Deans, Vice Presidents and classified leaders and grown our own leaders to assume leadership in this valley. -Good communication skills, open to attend events on campus, meeting with students, Foundation folks and community organizations. -Have an understanding of the complexity of the lives of undocumented students and their families.	12/6/2019 4:06 PM
152	An ideal candidate would be knowledgeable in state funding, campus transparency and overall staff moral. A candidate will be able to work with several voices as they relate to campus strategies for improved FTES. This is not a time for another president who is rarely seen on campus.	12/6/2019 3:32 PM
153	Live in the district. NO more carpetbaggers or absentee landlords. Be a leader	12/6/2019 2:07 PM
154	strategic visioning and planning; ability to nurture, experience in supporting STEM initiatives and/or and with supporting innovating programs for underprivileged/under-served populations; ability to lead and be transparent; experience in community colleges and who demonstrates a commitment to our college population and the employees that serve the community college student	12/6/2019 9:35 AM
155	Ten years of quality teaching experience. A Ph.D. from a major institution in a core academic subject. We need a new President who has extensive classroom experience. We also should have someone who keeps current in scholarship and who produces it.	12/6/2019 9:09 AM
156	Knowledgeable, decisive, compassionate, and one that came from poverty. Only then would he be able to relate to the de anza students.	12/6/2019 7:35 AM
157	1.Have passion for helping students at De Anza College. 2.Strong academic or industry background. 3.Have good relationships with many technology companies, prestigious universities, government officials.	12/6/2019 3:52 AM
158	Teaching experience, ethnic studies and social justice values	12/6/2019 3:28 AM
159	Good management and understanding.	12/6/2019 1:21 AM

## President Profile

160	Fair, understanding of the students & caring	12/6/2019 1:21 AM
161	New President should have in addition to a background in Education, business acumen that would facilitate external partnerships with our college. Partnerships that would facilitate: increased enrollment, Internship opportunities, upgrade of equipment/teaching tools etc.	12/6/2019 1:10 AM
162	(1) experience in running an educational institution successfully (2) managerial experience (financial control, stay focused on mission of being a college (transfer, jobs for students), not social services, which are very important but academic first (again, transfer, jobs are why students come) (3) no more cronyism in hiring and promotion and placing people with no management skills in management positions. How can hiring committee be made of people who will be reporting to that position?	12/6/2019 1:09 AM
163	Should be someone who has successfully led a company or higher level institution. Good communication. Excellent leader. Ability to engage with the community.	12/6/2019 12:55 AM
164	Background: love and dedication to the community college, well read, connected, supportive of student success programs, interest in getting to know De Anza community members.	12/6/2019 12:54 AM
165	* Direct experience working with community college students, especially marginalized groups * Direct experience managing a large bureaucracy; Things move too slowly at DA - we need someone who can lead in a way that encourages and supports innovation coming from anywhere on campus by minimizing the red tape.	12/6/2019 12:51 AM
166	Everything	12/6/2019 12:47 AM
167	being helpful and friendly, new faces but a lot of friendly people. Just being a social person so you can meet new people and try new things at school. There's many events	12/6/2019 12:41 AM
168	I think the leader must be first of all a communicator, and a person who recognizes the untapped and largely ignored expertise of various sectors--such as the PTF. The candidate will need to be able to separate fashionable trend from true renovation of educational services delivery. The ideal candidate will need to have worked in education, but not be hidebound by "we always did it this way." The candidate needs to be an effective voice at the state level and at the chancellor's office level for a well considered pivot to 21st century educational changes.	12/6/2019 12:30 AM
169	Someone who is kind and listens to what is wanted.	12/6/2019 12:05 AM
170	Kind person	12/6/2019 12:00 AM
171	Well rounded Worldly Workaholic who wants to be on/around campus/events	12/5/2019 11:36 PM
172	willing to listen, does not talk too much, does not come in with plan to make a whole new expensive department (VIDA was Brian's "baby", and not best use of resources, and "sacred cow" when it comes to cuts)	12/5/2019 11:08 PM
173	To become a president of De Anza College, they must possess leadership skills, extraordinary ability in education, gains international recognition, and contribute towards their status quo	12/5/2019 9:59 PM
174	As a student, I would like to see the future candidate as a person who is expressive on their ideas and their beliefs. Before this survey, I had no clue to who and what the president on De Anza does.	12/5/2019 9:55 PM
175	good at diffusing situations, calm, willing to listen to every side.	12/5/2019 8:51 PM
176	Humble background of having to succeed from a difficult upbringing. Have to had gone through community college as a student, has experience as a mentor to youth, has good communication skills as a mediator and organizer of large organizations. Is empathetic to faculty, students, and any employee on campus, and will work their best to make sure they are all welcomed and appreciated.	12/5/2019 7:27 PM
177	COMMUNITY BASED. HUMBLE YET ASSERTIVE. SOMEONE WHO WILL ASSIST COMMUNITY EVENTS ON CAMPUS AND SHOW SUPPORT. IS WILLING TO DO THINGS FOR THE STUDENTS RATHER THAN JUST PROMISE AND NOT FOLLOW THROUGH.	12/5/2019 6:17 PM
178	An ability to bet the best out of others and allow them to develop into their full potential. A background that shows experience working in a deeply epathetic way	12/5/2019 5:49 PM
179	Working with people from a broad spectrum of backgrounds Understanding of the issues that affect students, both in the classroom and out The ability to relate to and work well with people through the stresses of college	12/5/2019 5:55 AM

## President Profile

180	someone who has had a leadership role, who understands economic outcomes, someone who loves this school and dedicates their time and sets up notable programs for the future generations	12/5/2019 3:58 AM
181	Counseling , Critical view, wide acceptance with races, ethnics , ideas, unconventional education idea.	12/5/2019 2:28 AM
182	someone who has some experience with the whole spectrum of socio-economic classes and with trans people, LGBTQ+ Someone who values both professional training/career training and the arts/humanities Someone who has been a faculty member and worked with or can work with a union	12/5/2019 2:01 AM
183	Background working with low income and minority students. Being transparent about their goals and priorities. Listening to the needs of students, staff and faculty and addressing needs.	12/4/2019 11:57 PM
184	-Direct work experience facilitating difficult conversations about racial equity, inclusion, diversity needs, and other areas of equity that are determined by community members. -Extensive teaching/instructional experience -Demonstrated commitment to listening to all stakeholders - Demonstrated ability to implement accountability for senior staff they are leading - Clear and relevant work directly with employees across multiple levels (classified, faculty, admin) that is respected and definitive - Ability and willingness to tackle difficult issues (policies, procedures, practices and barriers to achieving the FHDA mission and DA mission as a commitment to students, not just themselves. -Someone who will be present on campus consistently and not pursuing personal endeavors (that take them away from campus) -Facilitation skills - Budgeting - Exceptional understanding of relevant state compliance issues (programmatic, employment, etc.) - Ability to stay student-focused	12/4/2019 10:47 PM
185	My ideal candidate should have an educational background in the subject(Doctor's or master's degree) They should have experienced and proven results in the matter. A person that cares for the student and can provide internship opportunities for student in De Anza College.	12/4/2019 6:26 PM
186	Someone who genuinely cares about the educational experience, not just what regents and teachers unions have to say. Students are surely the ones who immediately benefit from accessible and engaging educational programs, and they're also surely those likely to donate to their alma mater if they've had a good experience + see the future value of such programs for others.	11/30/2019 12:28 AM
187	The background would be they understand what it is to be a student and their challenges they have. To lead a staff that comprises scholars and well-trained lecturers, you must also be a highly-educated and experienced professional. As such, to land this job, you should hold a doctoral degree in education leadership and administration.	11/26/2019 5:22 AM
188	Communcation, transparancy, accustomed to the policy and processes of being principail	11/25/2019 1:08 AM
189	Someone who will pay attention to the needs of our students and our community. Someone who will make wise decisions and not cave to peer pressure.	11/24/2019 5:34 PM
190	It would be nice if the person has experiences with many different groups of people, as that would mean they are very well-rounded to me, knowing the varied needs of many races/ethnicity.	11/24/2019 6:36 AM
191	I think the candidate should have studied a doctoral degree in some discipline, have developed academic experience at some colleges, and want to work in an executive and administrative position at De Anza and this specific community and larger Silicon Valley.	11/23/2019 5:19 AM
192	Leadership and being a good orator.	11/23/2019 2:02 AM
193	Well versed in both academia and community college programs. Open to input from the public. Accessible to faculty, staff, and students. Able to differentiate between cost and value. Willing to spend an hour a day walking the campus, getting to know the students. Be visible, engaging, and open to listening. Eating daily lunch in the student cafeteria would be a good start.	11/22/2019 9:58 PM
194	No clue.	11/22/2019 9:41 PM
195	--Strong classroom teaching skills and experience--knows how to engage students, so can be role model, have credibility with faculty --Strong background or degree in organizational behavior, organizational psychology, leadership, coaching, etc. so can promote professional/leadership development leadership across all levels --Leadership experience in California community college, able to articulate lessons learned in each prior position --Strong understanding of, commitment to, and record of promoting equity practices	11/22/2019 8:11 PM
196	Ability to reach out to and connect with the community at large and promote educational opportunities at the school	11/22/2019 5:58 PM

## President Profile

197	emphasis on reducing De Anza's ecological footprint: ban single-use containers in cafeteria & other food services, ban vending machines, more education to instructors on use of natural lighting in LEED buildings	11/22/2019 10:58 AM
198	Someone who has vision to better the school. Any experience that supplements this is appreciated. An important skill he/she should possess is to be able to converse and exchange ideas with different types of personalities.	11/22/2019 12:29 AM
199	Brilliant Aware Communicator	11/21/2019 8:00 PM
200	Able to execute what is necessary for the community than local department and divisions. The success of students and local under representative population.	11/21/2019 6:50 PM
201	I don't know about that one.	11/21/2019 6:08 PM
202	Education background/experience as an executive preferably in a community college setting.	11/21/2019 4:49 PM
203	Good public speaker, smart decision maker	11/21/2019 4:33 PM
204	Socially aware, experienced in leadership, communicates well, environmentally conscious, manages time well	11/21/2019 4:03 PM
205	Experience with people, social skills, can communicate well, like to be seen and heard by their peers	11/21/2019 3:31 PM
206	Wil come from a background where they are able to recognize different disadvantage groups. Not just to be aware of them.	11/21/2019 2:11 PM
207	I am a new and international student, so I was in latest group that regiser classess and could not add classes I really needed	11/21/2019 1:39 PM
208	Someone who can view everyone's perspective but still think for themselves and who listens to the students themselves	11/21/2019 9:13 AM
209	A former educator who has worked their way up, ideally this person should already be a faculty member	11/21/2019 8:59 AM
210	Lots of general volunteer experience.	11/21/2019 8:10 AM
211	The ideal president, to me, is knowledgeable about education, sociable, flexible, honest, and assertive. I would love to have a president who can understand the importance of helping students achieve educational success and is open to supporting every field of education. Helping students obtain educational success is more than just making sure classes/students meet the board of education requirements. It is also about making sure that the services being offered to guide/support students are accessible in all fields of education. This means, increasing students awareness of support services and on-campus events beyond tutoring centers. Making sure that students are constantly following up with their academic progress is also very important. As we may all know, sometimes 4-year college applications may change through the years and students may need to be caught up with these changes in a more effective way so that there isn't a rush of students coming in to academic counselor drop-ins at the last minute before application deadlines (again, I'm emphasizing the importance of requiring students to have regular check-in meetings with an academic counselor). Degree Works can be very difficult for some of us to understand and Assist.org has also changed very recently. It would be nice to have a president who is aware of these changes and can quickly adapt to them in order to help students adjust (i.e. times change and we also need a president who is open to these changes or is willing to accept them). This might be an obvious answer but I believe it is also important to have a president that is sociable and can establish healthy relationships with staff and faculty; not just with students in mind. A perfect president is able to make sure that our employees are also being supported. Perhaps he/she can work to help provide staff and faculty more professional growth opportunities or bonuses for outstanding performances. Perhaps the president can also have a seat in the hiring process of adjuncts to make it a more meaningful process for new or recurring employees. Or even have regular check-ins with different departments so that their needs are met. All of this will require the president to be flexible and therefore readily available to students, staff, and faculty. With flexibility comes punctuality and commitment. In order to establish healthy relationships with everyone on campus, the president must also be honest. With honesty comes credibility. This means that the president must have an experience in some form of management and background in Education. Lastly, in order for the president to get work done, he/she must be assertive while treating every employee fairly/equally.	11/21/2019 7:56 AM

## President Profile

212	The ideal candidate would be a true believer in equal opportunities for access to education for all people, regardless of their socioeconomic status; ideally would have both years of teaching and administration experience in colleges; and are fairly updated with the fast advancing technology that is revolutionizing the traditional way of how knowledge is spread and taught, and are open minded about challenging the old way of teaching and embracing these changes in our future classes.	11/21/2019 6:54 AM
213	Creativity! (As well as academic administration experience, a profound ethical sense, and the ability to listen, analyze, and creatively strategize)	11/21/2019 6:48 AM
214	Recent experience working directly with students	11/21/2019 5:42 AM
215	teaching experience	11/21/2019 5:23 AM
216	Well versed in interacting with people from all walks of life	11/21/2019 5:14 AM
217	They should have been some kind of instructor themselves.	11/21/2019 4:46 AM
218	I'm sure for this one	11/21/2019 4:44 AM
219	As you can maybe tell, I go to De Anza because its boast of the highest transfer rates. In lieu of that, I do not care.	11/21/2019 4:23 AM
220	Admin AND classroom instruction experience. Understanding of where the state may want to the college to move, but willingness to help push back for a balance. State assembly doesn't know what all CCs need.	11/21/2019 3:08 AM
221	The person should have a depth of academic teaching experience and administrative skills, leadership experience, and a desire to create a community serving all levels of socio-economic backgrounds and cultural diversities, strong ethics, and a service orientation to individuals and the broader community of the planet.	11/21/2019 2:15 AM
222	Obviously a background in education is important, but I think finding the candidate with the most variable/diverse background - regardless of what that background is - is going to be the most valuable. Divergent thinking comes from a wide life/experience/intellectual context.	11/21/2019 1:33 AM
223	This is personal, but I really want our president to be a person of color and a person who identifies as a woman. Or at least, a person who understands the minority students' struggle. I am an international student who is a queer woman. I want to feel safe and included in this community. People with previlige do not see or understand the minority's struggle, so I want my president to be someone who descerns students' hardships.	11/21/2019 1:25 AM
224	Treat everyone with respect. Greet people with a smile to walk around the campus.	11/21/2019 1:08 AM
225	organizational leadership experience	11/21/2019 12:46 AM
226	someone who has worked in the educational field, preferably in different professions and positional level. someone who is good at problem-solving, leadership, task management, public speaking skills, and is willing to listen to advices (be it from faculty, staff, students, the bigger community). plus points for someone who has attended a community college.	11/21/2019 12:38 AM
227	no	11/21/2019 12:36 AM
228	Person oriented person has been a student at deanza in the past Fare PhD in education and years of experience solving students and faculty ltonlembd	11/21/2019 12:35 AM
229	Empathy, compassion, equity, fairness, team building	11/21/2019 12:31 AM
230	Someone who has previous knowledge of running a campus or a management position who is willing to go above and beyond for the students and staff. Someone who takes guidance from students and isn't too arrogant.	11/21/2019 12:30 AM
231	have been a leader at least 1 time, nice, fun	11/21/2019 12:29 AM
232	competent in a breadth of subjects and a workaholic.	11/21/2019 12:10 AM
233	The ability to prepare for the future but learn from the past.	11/20/2019 11:52 PM
234	Public AND private work experiences. If he/she would have worked in private companies, then the president know very well how to make progress and achieve goals in a timely matter.	11/20/2019 11:46 PM
235	many years as instructor and administrator	11/20/2019 11:34 PM
236	Anti racist, promotes social justice and equity for all students.	11/20/2019 11:28 PM

## President Profile

237	Appreciation for faculty capabilities Financial knowledge of how budgets work Experience working with support groups e.g. libraries, tutorial programs, Disabled Student support, Admin and Records, Grounds personnel, Campus police, and Student Body councils. Appreciation for faculty areas of expertise Experience dealing with community college issues	11/20/2019 11:02 PM
238	experience from a noncontroversial College or University. positive feedback from former colleges and colleagues	11/20/2019 10:49 PM
239	Well rounded over all subjects and categories that need be necessary	11/20/2019 10:42 PM
240	Having the ability to cross boundaries of operating a business and fostering an educational environment.	11/20/2019 10:36 PM
241	I love Cristina	11/20/2019 10:34 PM
242	Connect with students	11/20/2019 10:22 PM
243	Must be socially progressive and have extensive experience in social activism	11/20/2019 10:08 PM
244	The club days for particular careers and testing the waters for majors.	11/20/2019 10:07 PM
245	Lots of experience at the community college level in administration. An open friendly intellectually smart person/woman.!	11/20/2019 10:01 PM
246	Anti-bias, accepting and positive attitude and rewarding.	11/20/2019 9:53 PM
247	Ability to think before speaking, one of the most important skills.	11/20/2019 9:51 PM
248	An educational background that is dedicated to bring De Anza forward into the future.	11/20/2019 9:45 PM
249	I'm Korean and I have learned English for two years	11/20/2019 9:45 PM
250	An equal mix of Education and Business backgrounds	11/20/2019 9:44 PM
251	They should have a high school diploma, and a college diploma of some sort. They should also have plenty of experience talking with people and working on projects.	11/20/2019 9:42 PM
252	No idea	11/20/2019 9:40 PM
253	public speaking, De Anza student/former student.	11/20/2019 9:35 PM
254	Someone who could negotiate a better budget, and actually understands the struggles of modern student. Most of us work full time or even overtime in order to stay buoyant. We should have more options and more night time classes. Take Northern Virginia Community College for instance, you could literally take any class, any time of the day, and day of the week. That's the amount of flexibility we're looking considering that fact that it's quite expensive to live in any part of SF Bay Area.	11/20/2019 9:34 PM
255	Sympathetic and understanding towards variety of students! Speak up about their own opinion as well as majority opinion on the students behalf.	11/20/2019 9:32 PM
256	The only characteristic that probably find that are good qualities of a candidate would be that candidate has Integrity, Genuineness, is Hard-Working, and is positive. I would say a candidate needs to also learn how to be flexible and open minded towards certain idealogies.	11/20/2019 9:27 PM
257	Established educator with institutional management background with a commitment to students, employees and the community	11/20/2019 9:26 PM
258	Experience working directly with students, not just administration. Someone in tune with the needs of the students.	11/20/2019 9:18 PM
259	The ideal candidate would have experience working across campus and addressing the needs of ALL of our students (I've taught at some community colleges where support only existed for the basic skills and remedial courses without any real support for STEM majors or STEM programs). The candidate should have experience both inside and outside of the classroom, ideally having served as both a faculty member and an administrator to some degree. The ideal candidate should be creative in handling issues such as our enrollment decline, making cuts and changes that are proactive, rather than reactive (such as cancelling any course with enrollment under 20 three weeks ahead of the quarter, with no real regard for the necessity of the course).	11/20/2019 9:09 PM
260	Teaching experience as well as knowledge on money matters and ability to build relationships	11/20/2019 9:05 PM
261	Cool calm and collected	11/20/2019 9:03 PM
262	Someone young, from Calofornia and a UC or CSU graduate	11/20/2019 8:58 PM

## President Profile

263	Able to have a good overall ability to stand out	11/20/2019 8:49 PM
264	Former educator and administrator	11/20/2019 8:47 PM
265	Someone who has been successful at working at schools and can organize a huge faculty.	11/20/2019 8:46 PM
266	Knows how to handle 14+ year olds.	11/20/2019 8:36 PM
267	Someone who promotes trust and motivation in their employees. Someone who is ready to make hard decisions and has a history of doing so. There is a lot of distrust here, and I think this has to do with the previous administration. Someone many people I talked to did not want to take the survey because they were afraid to. They were afraid of being found out and/or what would be done with the answers. We shouldn't feel afraid to take survey. There is a culture of fear and distrust...worry that you will be penalized if you disagree.	11/20/2019 8:36 PM
268	-down to earth -action	11/20/2019 8:32 PM
269	For deAnza i think the president should have a strong understanding of what the businesses around the college are looking for in job candidates. Also having a personal connection with local industry leaders to establish student internships.	11/20/2019 8:31 PM
270	Very positive person who can set goals, be inclusive, and meet and listen to the students and their issues. Want an optimist.	11/20/2019 8:30 PM
271	A first generation student would be empathetic to a diverse student body. Experience outside of academia and in a corporate environment would be an asset as well.	11/20/2019 8:29 PM
272	Would have to be understanding of the life of a de anza student	11/20/2019 8:28 PM
273	Prior University administration experience, student counselor/advisor experience	11/20/2019 8:26 PM
274	They have to be acknowledge-able , have experience in leadership and be ready to run a historic community college with dignity and pride.	11/20/2019 8:25 PM
275	Make people happy and being honest.	11/20/2019 8:23 PM
276	knowledge of politics in regards to education, knowledge of the Bay Area and the struggles instructors and students face	11/20/2019 8:23 PM
277	I don't really know.	11/20/2019 8:23 PM
278	Someone who understands what it's like to be a millennial and the struggles of going to school, working, and living in the valley.	11/20/2019 8:23 PM
279	Financial; Administrative; CFO, CEO, COO of a private company; President of another Jr or 4-year university, and/or ability to work with staff and students	11/20/2019 8:22 PM
280	Someone who has worked in education before. A social worker sounds like the title they may have had. Definitely a people person and a leader amongst their peers. Not afraid to be alone, and faces a challenge head on. Soft skills as well as technical skills, willing and actively changing with the time.	11/20/2019 8:21 PM
281	Ability to be entrepreneurial and generate enrollment growth.	11/20/2019 8:18 PM
282	Education in some area of management, education, and psychology/child development	11/20/2019 8:15 PM
283	Obviously communication is very important as well as looking through the lens of the students	11/20/2019 8:14 PM
284	Good leadership. Academic and administrative Experience.	11/20/2019 7:59 PM
285	The ideal candidate would have an academic background, and would never have worked in the private sector (especially for a management consultant company). The most damaging things being done to institutions of higher education today are the product of the infiltration of the chicanery of the business world into our institutions which serve entirely different ends.	11/20/2019 6:56 PM
286	The ideal candidate can come from private or public industry, it does not matter as long as they have good management/leadership skills and experiences.	11/20/2019 6:44 PM
287	Has a student-centered vision for the college. Not a micro-manager. Delegates and EXPECT the work that needs to be done. Holds accountable the managers to get the work done.	11/20/2019 5:50 PM
288	The new President should have experience not only in academics, but classified and facilities. Knowing the all three groups are vital to the success of the De Anza instructing the future generations of scholars and leaders.	11/20/2019 3:27 PM

## President Profile

289	Actual contact with faculty, somewhat of an "open-door" policy for discussion.	11/20/2019 7:56 AM
290	Excellent people skills, a love for the college and students, empathy, innovative and creative ideas, ability to work effectively as a team, a great listener,	11/20/2019 4:56 AM
291	Experience working with different cultures, and the ability to address concerns in an honorable manner and with a respectful approach. The individual should have the opportunity to model De Anza's mission in empowering all for success. The individual should be Able to trust themselves and others even though it may not always feel that way. The individual should be approachable and reliable as they provide consistency.	11/20/2019 4:14 AM
292	taught at the community college at least 10 years, both full time and part time. Experience as an administrator for 5 years. Open to old and new ideas!	11/20/2019 1:51 AM
293	community college administration experience CTE program management experience	11/20/2019 1:38 AM
294	Someone who is equity and diversity DRIVEN, with a proven history of advocating for these issues, rather than just talking about these issues.	11/20/2019 1:06 AM
295	Experience in a leadership position at a college or large public, community-based company	11/20/2019 1:02 AM
296	VISION for change, especially to close equity gaps at a systemic level.	11/20/2019 12:58 AM
297	Teaching experience in a diverse community college. Fundraising expertise. Accessibility to faculty and staff. A vision of the college that recognizes teaching and learning as our primary mission.	11/20/2019 12:28 AM
298	Community college experience is paramount, preferably someone who went to a community college themselves. Personable, and able to communicate well.	11/20/2019 12:15 AM
299	The ideal candidate would possess the experiences of the general student body's struggles in this changing world. Should have an open mind and highly educated.	11/20/2019 12:15 AM
300	The candidate should have classroom experience at the community college level at some point in their career history. Ideally, the candidate should reflect important aspects of our students' social locations (such as first generation to college, recent immigration history, working class background, or traditionally marginalized racial or ethnic background). The candidate should have a commitment to educating the most vulnerable students in the state and understate that the community college is an institution that is central to maintaining democracy. The candidate should not only have a clear vision of our role but also should be *present* and *engaged* with the day to day life of the college. They should be able to inspire and motivate faculty, staff and other administrators behind shared values and a common vision.	11/20/2019 12:09 AM
301	Budget background, experience to reorg and downsize, understanding of our diverse student body	11/19/2019 11:52 PM
302	Strong visionary leader that is willing to roll up their sleeves and work with all students, staff, and faculty. They must be collaborative, a team player, have charisma, and know how to "work the room". They must possess strong commitment to equity and have demonstrated in their past work how they have constructed and implemented equity practices. Must also be able to articulate institutional and systemic forms of inequity in educational practices (really want to know if they understand this concept) and how their own lives have shaped their understanding, perspective, and position as it relates to their leadership style. Furthermore, the new President must have strong leadership, is able to navigate conflict with proper protocol and provides equal attention to faculty, classified, and student needs.	11/19/2019 11:39 PM
303	Educator. At a public institution. In a classroom. With students. Educator.	11/19/2019 11:38 PM
304	Background: Has served the communities we serve at De Anza. Connecting organizational change to core values, cultural capital, and dreams of the the people who are involved and also impacted by change Experience: In adaptive leadership and large-scale change Skills:Equity minded leadership and anti-racism education Rich and deep experiences in equity, diversity and inclusion to transform institutions	11/19/2019 11:27 PM
305	At least ten years of teaching experience would be a must. Having an academic background that includes publishing and keeping current in a discipline. Willingness to listen to student's concerns. Leadership experience in working with faculty and staff successfully across interest groups. Maintaining and bringing ideas about technology and furthering our STEM programs. Commitment to equity including public support for Jean Miller Resource room for women, gender, and sexuality, for our women and LGBTQ+ and gender non-conforming students including our Lavender Graduation.	11/19/2019 11:15 PM

## President Profile

306	De Anza College needs a strong leader to carry us into the 21st century. This means meeting the high demand from our community for educating the leaders of tomorrow. We need to instill knowledge, yes, but also help our students to gain in wisdom, critical thinking skills, empathy and mindfulness.	11/19/2019 11:15 PM
307	In every book, article, or story about colleges or universities who have been successful in closing the achievement gap, there has been a strong President leading the entire school. I would love to see De Anza being led in such a way towards equity by our next president. We have been waiting for so long for this. Our students and this entire community deserves someone who can actually lead us there.	11/19/2019 11:12 PM
308	In addition to the instructional experience at the higher education setting, I would like to see the president possess leadership skills for all areas.	11/19/2019 11:10 PM
309	Able manager who hires the best people, not necessarily all clones of him/herself.	11/19/2019 11:09 PM
310	I would think that the new president should have years of experience in education and working with budgets. It would nice if they also had experience in fixing a somewhat dysfunctional school or sinking ship.	11/19/2019 10:58 PM
311	Visionary thinker; ability to forge relationships with industry stakeholders; managerial experience outside a bureaucracy (i.e. not only community college experience)	11/19/2019 10:58 PM
312	-intelligent -determined -trustworthy -friendly -positive -people person -lots of experiences in dealing with situations and people -high qualification -open minded -responsible -hard working -ethical	11/19/2019 10:57 PM
313	Ability to connect with state officials Good public speaker Have track record for new ideas to revitalize programs Good MARKETING background with proven track record Strong ability to PRIORITIZE based on facts rather than on emotions Diplomatic personality STRONG WORK ETHIC	11/19/2019 10:50 PM
314	Some real world experiences with combating prejudices against diverse students. A warm personality for dealing with students and faculty. High visibility. Solutions to problems and not just words. A person of action to strengthen and protect DeAnza students and faculty.	11/19/2019 10:48 PM
315	Must have taught at a community college and been an administrator at community college in the Bay area.	11/19/2019 10:45 PM
316	Effective manager, fund-raiser. The college needs someone who will take care of business and work to provide an education for our students, not work to advance their particular social agenda.	11/19/2019 10:41 PM

## President Profile

# Q4 What are the personal and professional attributes you would most like to see in the next leader of De Anza College?

Answered: 299   Skipped: 84

#	RESPONSES	DATE
1	De Anza needs a president that has an innovative vision but more importantly knows how to engage the campus community to make it happen. We need a president with DIRECT experience in creating supportive and diverse communities, off-campus partnership development, opportunity development, equity and institutional transformation. De Anza is in the Silicon Valley with the most brilliant students, yet we have ZERO technology partnerships for our students—not one internship program, not one customized program for job experience or placement with our technology neighbors. We need a leader with initiative to create these necessary opportunities for our local students. Our new leader needs to lead by example and inspire others to follow, and not take credit for others' work, which is occurring now amongst the administration. As found in responses from the “start-stop” survey, our new president will face the challenging task of stopping the nepotism. For this reason our new leader needs experience from multiple institutions to bring fresh perspective that currently challenge our inexperienced senior administrators. Current senior administrators have promoted the practice of nepotism and hired individuals lacking minimum qualifications, created positions for which a search was never had or they themselves were hired by these methods. Our new president needs to be courageous, yet inspirational, to stop these practices and give the campus an opportunity to have diverse employees with fresh ideas.	12/14/2019 6:43 AM
2	-Open and seeks input/feedback from staff and faculty during decision-making -Accessible and spends time with staff and faculty -Relates to students and students find them friendly and kind - Ability to handle crisis by doing what's best for students and not the public image of the college - Unafraid to take risks, be innovative, and seek new opportunities	12/14/2019 6:35 AM
3	Professionally, our future president would would take time to learn what is going on in the different areas of campus, take a deep survey of who is who, the roles people play and what they contribute. Then she/he would find ways to support the work already being done, and integrate efforts across campus in an intentional way. The President would have a deep understanding of equity, oppression, justice and inequality and have this understanding inform decisions and initiatives at the college level as well as interpersonal interactions. The president should be well educated with either a Ph.D. or an Ed.D The president should have leadership experience at the college or university level, and have demonstrated the ability to build positive, collaborative relationships with faculty and staff. The president should be a good listener, should be open to learning from past mistakes or to learn from others who may know more about how certain areas of the campus operate. The president should understand human behavior and have extensive experience having worked directly with students.	12/14/2019 3:10 AM
4	1. The ideal college president candidate must be a person of high values. 2. The president must be aware of what is happening in the world around him and must do whatever is possible to fight ignorance, bigotry, poverty, hunger, health problems and so much more.	12/14/2019 2:22 AM
5	The next leader of De Anza should be dynamic, capable, organized, interested in academic innovation, and committed to equity.	12/14/2019 12:10 AM
6	Outreach to faculty both part-time and full-time. Good managerial skills Outreach to the community as well	12/13/2019 11:58 PM
7	Open, sets the tone at the top and has a vision for this college	12/13/2019 11:47 PM
8	friendly, outgoing, steadfast, committed, collaborative and reflective.	12/13/2019 11:22 PM
9	I like this next leader to have the spontaneity to test out new ideas & visions, to be innovative, to be an extrovert socially who brings people together through different social & fundraising events, and has the conviction to make tough definitive decisions when needed even if not popular with certain constituency group	12/13/2019 10:28 PM
10	I would like to see a person of color be our next college leader.	12/13/2019 9:21 PM
11	Always put student first. Care and listen to student needs.	12/13/2019 9:11 PM

## President Profile

12	A willingness to clean house. Standing and credentials within academia, which will help the candidate resist institutional malaise and undercutting of a progressive agenda. An openness to criticism and willingness to easily and equably interact with all stakeholders including students, faculty, classified, and community, not just other administrators. An open door policy.	12/13/2019 9:02 PM
13	Ability to listen to all sides and then make a decision.	12/13/2019 8:29 PM
14	The next leader needs to have a vision for community success, not only in creating paths to careers, but in cultivating a culture of intellectualism. Not stimulating intellectual goals and aspirations puts marginalized students at a disadvantage by not providing the kind of educational experience they need to thrive in a university environment and beyond. It also contributes to racist institutionalism and the dumbing down of America.	12/13/2019 8:23 PM
15	Transparency, task oriented, willing to be in campus most days, willingness to try things differently even if they have been done a certain way for a long time	12/13/2019 8:22 PM
16	Calculated risk-taker, open to ideas. Caring/passionate about helping students and employees. Positive leader. Knowledgeable about all areas and programs on campus, including student life, ASB activities, and athletics.	12/13/2019 7:51 PM
17	TRANSPARENCY AND ACCOUNTABILITY = TOP PRIORITIES A vision for the College's next 5-10 years and the collaborative spirit to get stakeholders invested in that vision; trust in the people who already work on this campus; a plan to work through the divisive and toxic culture that comes from being such a large campus where people often work in silos	12/13/2019 6:30 PM
18	Equity, social justice and inclusion as driving force Vision to take the college from status quo to the next level Willing to have respectful but tough conversations when needed	12/13/2019 6:02 PM
19	Humility, a desire to learn and not just impose, courage to stand up to an administration that is not able to admit they are doing things wrong or that they have lost sight of students and their needs, someone who can and does work to uplift a struggling or failing student and not just highlight the successes of a succeeding student for their ego, someone who can just as easily take responsibility for their mistakes as they do take credit for the hard work of others, someone who would feel a knot in the pit of their stomach if they ever tried to take credit for the work of others, a person of color who understands 'just because we're skin, doesn't mean we are kin', someone who is more interested in helping students shine versus trying to take the spotlight, someone with their ego in check, someone who will not be okay and take action when a faculty or deans says something like "THOSE students do not belong in in this class/major/program/field" or "Yes we are required to provide X for that population of undeserved students but we are trying to get around that", and someone who feels an urgency to fix what needs to be fixed in the educational system on this campus	12/13/2019 5:55 PM
20	n/A	12/13/2019 5:47 PM
21	That they get the job at hand done.	12/13/2019 5:21 PM
22	I want someone who is forward looking and willing to try new things and give them a real chance to work. Someone who has strong leadership capabilities.	12/12/2019 6:25 PM
23	Professional attributes: someone who inspires and rallies others with their own action, hard work, and clear goals. Someone who communicates effectively in the board room and to the public as well as with lower level workers in their organization. Someone who can see the 'big picture' and has a good vision of the future in order to guide De Anza toward good opportunities for growth. Personal attributes: someone friendly, down-to-earth, open to new ideas, roll-up-their-sleeves hard working (and not just talk the talk), and most important of all, someone who loves their job and is truly interested in making De Anza a better place.	12/12/2019 4:46 PM
24	My answer for #3 would probably fit better here. I'm not quite sure about actual, hard qualifications, though, as #3 actually asked.	12/12/2019 3:18 AM
25	Not clear	12/11/2019 9:43 PM
26	Someone who wants to improve and modernize De Anza on all levels.	12/11/2019 8:01 PM
27	The person should be very interested in receiving and attending to frequent input from individual faculty regarding the state of their department. They should regularly investigate the performance of deans vis a vis concerns of individual departments.	12/11/2019 7:53 PM
28	Someone would be able to make a bunch of jaded teenagers (the students) care about issues that face the college. Whatever attributes achieve that outcome.	12/11/2019 5:01 AM

## President Profile

29	See above. Those two questions are linked.	12/11/2019 3:57 AM
30	Experience working with a diverse population. Ability to think outside the box, willingness to collaborate and provide a vision going forward, which can unite staff in working together.	12/10/2019 10:42 PM
31	Personal: a listener, unselfish, committed, mentally and emotionally strong Professional: charismatic/ eloquent speaker, organized	12/10/2019 9:28 PM
32	The 3 V's: - Visionary - Visible - Voice that resonates with students/faculty/staff	12/10/2019 5:28 PM
33	Strong organizational skills and a very judicious sensibility to deal with tensions between workers rights and commitments to student equity and fairness.	12/10/2019 7:02 AM
34	Outgoing, fiscally conservative, good communicator, sound employment history, able to empathize with gender and race issues.	12/10/2019 1:22 AM
35	A person with perspective. A person who attended a community college herself. A person who sees through power-hungry personalities and their sycophants. A person who understands the bottom line, and gets ego-driven, "God complex" personalities to follow suit. A person who does not only listen to the counsel (especially from faculty governors) of those right next to her, but who also drills down to get perspectives from other faculty and employees who cannot be governors or managers because they were either voted out by a power clique, or are just time-conflicted. A person who walks around the campus once a week (or bi-weekly) and just has casual chats with various students--not only with the model students of faculty-driven organizations or DASB, but just the "regular" students hanging about the different sections of the campus grounds. How are THEY doing? Why are they at the community college?	12/9/2019 10:00 PM
36	backbone against the state chancellor who promotes irrational bills such as AB705	12/9/2019 9:13 PM
37	Someone who can think outside the box for funding and who listens to new ideas. A person of the people.	12/9/2019 3:13 AM
38	Activism. Integrity. Honesty. Innovativeness. And a real, legitimate concern for the teachers and students. We want a president who actively cares about our school and students first, not their paycheck.	12/8/2019 11:34 PM
39	Someone that is easily approachable that genuinely enjoys the role of doing many different things and also want to improve the place and people around.	12/8/2019 10:50 PM
40	Be able to deal with the increased work students must learn in school and be able to determine on their own how much curriculum the students need to learn without placing a lot of pressure on the students.	12/8/2019 7:03 PM
41	Committed and intelligent academically and socially	12/8/2019 8:00 AM
42	Non white	12/8/2019 7:25 AM
43	Hard working. Able to see the bigger picture. Experience making decisions.	12/8/2019 7:09 AM
44	kind, patient, flexibility, advocate for students and staff	12/8/2019 6:22 AM
45	I would like them to be open and listening to student's opinions as well!	12/8/2019 4:27 AM
46	Have a vision, be able to inspire faculty and students. Expand profession programs for night courses.	12/8/2019 4:25 AM
47	A leader who posses compassion, humility, open-mindedness, and great decision- making skills.	12/8/2019 3:57 AM
48	Approachable, encouraging, excellent follow-through, a good communicator, compassionate, genuinely interested in hearing a variety of input and ideas, genuinely collaborative and inclusive in decision-making. Doesn't overly rely on direct reports to the President but rather reaches out to hear from and consider the impact on all constituents impacted before making decisions.	12/8/2019 2:15 AM
49	Caring, open-minded, inquisitive.	12/8/2019 12:10 AM
50	Down to earth	12/7/2019 11:19 PM
51	It should be someone who can lead this institution into the future while making the changes necessary to stay relevant.	12/7/2019 10:36 PM

## President Profile

52	In addition to my response to No.3, again, a person who has strong management skills that come from past experiences. To be honest, one who comes to the college, evaluates by talking to ALL LEVELS and is able recognize the weakness. Then institutes strong corrective measures and is willing to step on toes where needed to fix what is broken and get this going progressing to its former No.1 position. All the No. 1 ads we are sending out are false. We are not No. 1 Other colleges are innovative and progressive in many areas in which we are not. An example: Our curriculum process leaves us in the dust of other colleges; others stay up to current industry standards and get courses certificates, degrees approved and in programs with very short times. We take years to most of that done and as a result students go elsewhere. A president who has some DAMN faith in her/his people!!! One who doesn't have the mind-set of "why we can't do that" instead has one of "lets see how WE can fix this and get it done"	12/7/2019 6:57 PM
53	empathy, someone that hasn't been rich their entire lives, that knows what it's like to be a homeless college student, that can understand disabilities, or other disadvantaged factors.	12/7/2019 5:03 PM
54	Humility Integrity Accountability Someone who isn't afraid to speak up with something isn't right, not just for themselves but others. Someone who isn't afraid to ask us for support or information. Someone transparent.	12/7/2019 4:41 PM
55	- student and faculty centered - understands and demonstrated commitment to the principles enconced in our vision and mission - committed to social justice - this one trait makes our college unique from just about any other community college out there. Our programs and work in this area needs to continue to be resourced and championed - committed to civic engagement. another area where we are a leader and need to continue to be one. - a visible president. Someone who will for example stand in the quad regularly and greet student and faculty/staff - someone with a vision for De Anza, not just maintaining status quo - we are getting passed by other community colleges in the area and its time for us to reclaim our status as the best in the region if not the state	12/7/2019 3:26 PM
56	dedicated to DA not just a steppingstone. understands where the future of CCs lays and can place DA in a strategic position to navigate needed changes. a future forward looking leader as our students are living in the moment and the moment is constantly changing. acknowledges need to keep up with edu trends and uses infrastructure money wisely e.g. (more online/hybrid. less books/static computers)	12/7/2019 9:00 AM
57	Preferably went to community college, emphasizes shared governance and democratic means of running an organization, accessible to the students and present/willing to make connections with students, is extremely visionary, a great coalition-builder, someone "woke" and understands pertinent social issues and their sensitivity/importance, is devoted to the social justice, someone who knows the resources that De Anza currently has and has the vision to expand them.	12/7/2019 8:29 AM
58	An ideal president will be empathetic and caring towards the lives of students. An ideal president will think in the best interest of students for de anza and how we can continue being a great school.	12/7/2019 8:08 AM
59	I would hope the next president was someone who had actually attended community college.	12/7/2019 7:31 AM
60	Someone who loves communicating with people, outgoing, friendly demeanor, and would attend play and musical theatre productions at De Anza College.	12/7/2019 6:48 AM
61	The will to be the one who takes hard decisions, I've often seen things crumble because nobody wanted to be that person.	12/7/2019 6:32 AM
62	Must have empathy for students of diverse backgrounds. Must know how to act professionally in crisis and difficult race/ethnicity issues.	12/7/2019 6:14 AM
63	Just don't be too stupid	12/7/2019 6:05 AM
64	Social skills, leadership,	12/7/2019 5:45 AM
65	Job placement upon finishing the diploma	12/7/2019 4:32 AM
66	I don't know	12/7/2019 4:31 AM
67	I discussed this in my response to # 3 above, but, again, I emphasize competence, approachability, fairness, and commitment to the community college mission rather than merely an upwardly striving careerist.	12/7/2019 4:29 AM
68	Affluent in multiple areas of student body programs as well as in their respective study field. involed in colleges student programs and in studetn-faculty programs	12/7/2019 3:00 AM
69	Monika	12/7/2019 2:23 AM

## President Profile

70	Just someone that is willing to listen to a small but critical mass of students and faculty	12/7/2019 2:21 AM
71	Guiding light	12/7/2019 2:13 AM
72	Understanding, compassion, competence, organization	12/7/2019 2:06 AM
73	Strong in business but also is very empathetic and tolerant toward any student of any background, and recognizes the challenges that disadvantaged students experience and knows ways to help them in their education.	12/7/2019 1:52 AM
74	This may be an unpopular viewpoint on my part, but I actually *don't* want a college president to have too much "vision" for the college. I don't think it's terribly important for them to "transform" the college or re-make it according to their personal vision. I mostly want them to have a realistic, pragmatic understanding of the forces that affect us, such as the forces that affect our enrollment and how we're viewed by the community around us. I'd love to see them have a wide range of interests, ideally ranging across a number of De Anza's different disciplines. I'd also like to see a college president who is very interested in the history of De Anza and Foothill. I'd love to see someone who says "There are some remarkable things about this school - what's the history behind that? What lessons can I learn from that?"	12/7/2019 12:40 AM
75	I would like to see a leader that can be seen on campus with interacting with our students and staff on a regular basis. Each classroom should be up to technical standards with smart rooms and equal access for all. Getting to know ALL departments and their needs - interacting with festivities and rallies - we need more spirit here on campus - work from the bottom up- not from top to bottom-	12/7/2019 12:11 AM
76	-S good leader with good morals.	12/7/2019 12:04 AM
77	Willing to advocate for marginalized groups Set the example and standard for the other colleges Welcoming of all backgrounds non discriminatory	12/6/2019 11:56 PM
78	Someone who loves their job and CARES. A genuine good hearted candidate who puts his students at the top of his/her priorities. Someone who PROJECTS greatness into the students	12/6/2019 11:54 PM
79	insightful honest transparent looks out for the betterment of ALL employees seriously considers your suggestions and input not willing to participate in cliques not a people pleaser Able detect bully behavior and eliminating it Able to manage VPs rather than be managed by them Be more in touch with classified staff	12/6/2019 11:48 PM
80	Someone skilled at working from a bottom up approach. This would entail listening to staff, student and faculty needs and suggestions, and not merely going through the motions of a shared governance process.	12/6/2019 11:41 PM
81	Hard working, motivated, listener, authentix	12/6/2019 11:00 PM
82	Experience in the classroom.	12/6/2019 10:08 PM
83	Approachable without being lightweight. Not so detail oriented. Inspiring all to go beyond bureaucratic compliance and revenue enhancement.	12/6/2019 9:55 PM
84	Personal: Caring, passionate and Improving Professional: Transparency, Community Service, event organizations	12/6/2019 9:49 PM
85	Great personality good leadership and of course a career with good experience.!	12/6/2019 9:46 PM
86	Nice	12/6/2019 9:44 PM
87	Integrity, Humility, Humbleness,	12/6/2019 9:28 PM
88	Friendly, Welcoming, Curious, Present, Actively Engaged with Student & Teacher Development and Progress, Seeking Networks to Bring Students in Contact with Outside Job Possibilities, Sociable on multicultural level, Adaptable to changing circumstances, Open to New Ideas	12/6/2019 9:23 PM
89	None	12/6/2019 9:16 PM

## President Profile

90	This leader would have to be an advocate for the students. The president would get survey from students to see what their needs and challenges are and earnestly find solutions and implement them. For example, students need a place to study outside of regular campus hours. It is hard to find seats at local libraries with electrical outlets and there is nowhere to go after the libraries close. Not all students have home environments conducive to learning. Also, there are students who don't have a place to live. So having campus libraries and computer labs open on weekends and late evening hours to study, especially during final week, makes a big difference in students' educational outcome. There are many more to list. So the president is someone who wants to hear from the students directly and make changes that will lessen their obstacles to their educational goals.	12/6/2019 8:59 PM
91	Empathetic, calm, energetic.	12/6/2019 8:58 PM
92	Someone who interacts with students and seeks input often	12/6/2019 8:56 PM
93	willingness to listen to issues approachable possibly with an academic background so an awareness of issues faced by teaching staff	12/6/2019 8:46 PM
94	Please do not hire a professional administrator with a weak or absent background in teaching. We also need someone with demonstrated longevity and not someone who hops around and is personally opportunistic.	12/6/2019 8:40 PM
95	Create an event that international students and local can interact with each other	12/6/2019 8:40 PM
96	Change the mascot to what it used to be	12/6/2019 8:36 PM
97	Someone who is in the center. The last (current?) president was a racist with an anti Caucasian bias. He was/is just a disgusting individual,	12/6/2019 8:26 PM
98	Someone who worked for their position and wasn't handed anything	12/6/2019 8:23 PM
99	Someone who knows how to handle money, but will put people first. Prioritize teachers, staff, and student over penny pinching.	12/6/2019 8:08 PM
100	Not a newbie. Let's not get charmed by any youngish extroverts. We need an experienced administrator who isn't afraid to make tough decisions.	12/6/2019 8:02 PM
101	Empathy, cultural competency	12/6/2019 7:52 PM
102	The next leader should be a person of integrity like Anne Leskinen.	12/6/2019 7:47 PM
103	Empathy, caring, the ability to listen, kindness, lack of arrogance. Think back to Martha Kanter and hire some like her.	12/6/2019 7:46 PM
104	Someone that really wants to be a visible leader and willing to put his ideas out there and be present to the student community.	12/6/2019 7:45 PM
105	I would like to see a President who encourages creative thinking and spends more time advocating for our programs and services and who works collaboratively with managers, faculty and staff.	12/6/2019 7:37 PM
106	Give students with more connections to the society. Better transportation plan, for example, provide rental cars (third party)	12/6/2019 7:33 PM
107	described above	12/6/2019 7:32 PM
108	Why not?	12/6/2019 7:31 PM
109	Highest academic position possible Approachable for top students Visible addressing school needs	12/6/2019 7:27 PM
110	responsible energetic great deal of empathy	12/6/2019 7:27 PM
111	Someone who is charismatic and able to speak in public, as well as street smart and is able to work well under pressure.	12/6/2019 7:26 PM
112	Work with Professors to have better tactics to help anxiety on finals	12/6/2019 7:20 PM
113	No preference except I would like the candidate to be as professional as possible and have the interest of the students first and foremost.	12/6/2019 7:17 PM
114	talent, diligent, responsible and competitive	12/6/2019 7:03 PM
115	They would be someone who is open and flexible to different methods of teaching and learning. Also, they should be proactive where they see something needs change but not change things just to prove how effective they are at what they do.	12/6/2019 6:56 PM

## President Profile

116	People oriented, have a great interpersonal skills	12/6/2019 6:56 PM
117	Extensive understanding of the harsh nature of war and possessing unmatched diligence.	12/6/2019 6:49 PM
118	Be engaging and responsive to students needs.	12/6/2019 6:48 PM
119	Someone humble.	12/6/2019 6:45 PM
120	Innovative and creative problem solver	12/6/2019 6:39 PM
121	This person needs to be more transparent and have an active role on campus. He can't stand behind the curtains and be a bureaucrat. This person also needs to be involved on social media.	12/6/2019 6:39 PM
122	Add more classes which always full	12/6/2019 6:38 PM
123	Understanding Problem solver Great people skills Hard worker Great advocate/communicator	12/6/2019 6:31 PM
124	Cares about school spirit and pride	12/6/2019 6:28 PM
125	Transparency Value both classified support services as well as instructional services Focus on the student experience	12/6/2019 6:28 PM
126	Prefer working-class or disadvantaged background so person can relate to current students's challenges	12/6/2019 6:27 PM
127	It's a community college. I would like to see how students not just focused on transfer courses but improving the education level of the community by giving back.	12/6/2019 6:23 PM
128	Someone who has a lot of empathy, understands the intricacies between transferring between Community College and a 4-year institution, and can assist students with that process.	12/6/2019 6:21 PM
129	The candidate should have extensive academic experience, not simply administrative experience.	12/6/2019 6:18 PM
130	humor. good communication. approachable. democratic. sharp.	12/6/2019 6:15 PM
131	Someone who is extremely involved. To make everything better as possible	12/6/2019 6:13 PM
132	I currently have no preference, I will be transferring at the end of this year.	12/6/2019 6:10 PM
133	Works for the students	12/6/2019 6:09 PM
134	Leadership skills	12/6/2019 6:08 PM
135	n/a	12/6/2019 6:08 PM
136	Open-minded, caring, decisive.	12/6/2019 6:07 PM
137	Good communicator, honesty (for better or worse, though fully that's unlikely), ability to offer ideas of their own while also reflecting the values of our students and faculty, and outreach (on campus, via email, etc.)	12/6/2019 5:53 PM
138	A person who can switch between positive and serious tones effectively.	12/6/2019 5:27 PM
139	As stated before...Real Classroom teaching experience.	12/6/2019 4:12 PM
140	To know the campus, and to be a great team leader to all employees.	12/6/2019 4:10 PM
141	-Ability to be a good listener and implementer. -Visionary and equity minded practitioner - Demonstrated commitment to equity and marginalized communities -Ability to bridge and collaborate with student services and instruction and finances to meet college goals. -Ability to work with industry and foundations to seek endowments and gain confidence of all stakeholders.	12/6/2019 4:06 PM
142	There was once a sense of staff working together to assist students with educational needs. The next DA president will need to transition a large team with many voices back to a sense of working together.	12/6/2019 3:32 PM
143	Leadership and a plan for increasing ONLINE EDUCATION	12/6/2019 2:07 PM
144	someone who will foster and ENCOURAGE innovation; supportive of all programs and disciplines on campus and not just their own personal projects; someone who shows (through ACTIONS and VISIBILITY) that they care and value the employees on this campus; someone who recognizes that the culture of the campus is not cohesive with morale lacking and will try to put in transparent, authentic processes, policies, and programs in place to help turn this institution around.	12/6/2019 9:35 AM
145	Integrity. Transparency. Intellect. Cultural awareness and humility.	12/6/2019 9:09 AM
146	One that not only knows what he's doing but UNDERSTANDS what he must do.	12/6/2019 7:35 AM

## President Profile

147	1.Have passion for helping students at De Anza College. 2.Strong academic or industry background. 3.Have good relationships with many technology companies, prestigious universities, government officials.	12/6/2019 3:52 AM
148	Transparency and more direct and open communication	12/6/2019 3:28 AM
149	Solving housing problem	12/6/2019 3:15 AM
150	Management and leadership.	12/6/2019 1:21 AM
151	Someone who actually cares about the students & faculty not just the president title	12/6/2019 1:21 AM
152	Someone who is personable, willing to meet and greet EVERYONE.	12/6/2019 1:10 AM
153	(1) not afraid to make changes rather than maintaining status quo (2) strong industry reputation and respect from educational community so can establish actual internship programs and job placement for our students. This is not a criticism of current interim president, but rather if the Chancellor is truly interested in a strong president who shows up to work, interested in academic excellence, fair in promotion, care about staff and faculty, and not afraid to stand up to FA in negotiation (how about ability to remove bad faculty in exchange for salary boost for those who are actually doing a good job?)	12/6/2019 1:09 AM
154	Good communicator. Excellent leader. Ability to engage with the community. Ability to engage with BOTH the instructors and students.	12/6/2019 12:55 AM
155	Dynamic, dedicated, personal, trusting, innovative, passion for students, subjects, and different learning modes, curious, allowing for freedom and creativity	12/6/2019 12:54 AM
156	We need a president who is present and visible on campus. S/he needs to be someone that any member of campus feels comfortable approaches. S/he needs to be a source of inspiration.	12/6/2019 12:51 AM
157	Leadership	12/6/2019 12:47 AM
158	For the mascot to be a wildcat like high school musical.	12/6/2019 12:41 AM
159	A complex and deep political and economic understanding of the history of legalized discrimination based upon employment status--against a significant sector of those who deliver educational services to students: the Part-time Faculty.	12/6/2019 12:30 AM
160	Hard-working	12/6/2019 12:05 AM
161	Personable Experience at more than one Institution Takes Interest in Programs	12/5/2019 11:36 PM
162	kindness, background in community colleges, no playing favorites, NEEDS to know something about STEM and support STEM	12/5/2019 11:08 PM
163	The next leader needs to have to ability to solve the problem of the people who work at the college. They must be kind and polite and also understand the communication of international students.	12/5/2019 9:59 PM
164	Some personal qualities that I would like to see from the next leader to be clear about certain aspects in college. I would like to see a leader who is has been through what many students have gone through in their daily lives. This would hopefully connect the barrier between the president and the faculty to the student.	12/5/2019 9:55 PM
165	someone charismatic, who will actually be visible on campus and get to know students. Someone all the students will recognize and feel comfortable talking to or approaching. Someone who also attends the events held at De Anza, not cooped up hidden in an office all the time.	12/5/2019 8:51 PM
166	Empathetic, kind, strong-willed, unbiased.	12/5/2019 7:27 PM
167	TO BRING THE COMMUNITY TOGETHER AND SUPPORT THE COMMUNITY. NOT TO FAVOR OTHER COMMUNITIES.	12/5/2019 6:17 PM
168	Deep emotional intelligence	12/5/2019 5:49 PM
169	Open-minded, involved, driven, ambitious I don't even know the name of De Anza's current president, and I wouldn't know if I ever saw him or her on campus. I think the president should be involved in the student body, as I see is the case in some other institutions.	12/5/2019 5:55 AM
170	Someone ethical and moral, someone who is willing to take that extra mile.	12/5/2019 3:58 AM
171	Show his or her works. I haven't known who is the President for 4 years at De Anza	12/5/2019 2:28 AM

## President Profile

172	Someone who looks for win-win solutions, gives everyone a fair hearing, has some process through which people can make anonymous suggestions, someone who wants to stay a while	12/5/2019 2:01 AM
173	Someone who puts the students first and who thinks outside of the box and challenges existing norms and practices that are antiquated and no longer serve our student population.	12/4/2019 11:57 PM
174	Honesty & integrity, cultural humility, transparency, willingness to adjust priorities based on needs of DA community members (students and employees). -A sense of humor. - Ability to self-reflect, adjust and re-calibrate.	12/4/2019 10:47 PM
175	A leader is an individual who takes the greatest responsibility of coordinating a group of people to consolidate their efforts, time, and knowledge towards a common goal. The individual exerts a high degree of influence over a team with common interest by developing a clear vision, providing an effective roadmap that guides the group to realize its mission, and motivating members to cooperate. I would like to see all these attributes in the next leader.	12/4/2019 6:26 PM
176	Integrity. Plainly spoken. Actions speaking louder than words. Business acumen.	11/30/2019 12:28 AM
177	They should possess the following attributes: Strong leadership skills Strong interpersonal skills A high level of integrity An awareness of shared governance practices An interest in improving education standards An intricate understanding of various cultures Good communication skills An awareness of national education standards.	11/26/2019 5:22 AM
178	Caring, understanding, fair, good at listening	11/25/2019 1:08 AM
179	Compassion, Respect, Wisdom, Presence.	11/24/2019 5:34 PM
180	As long as the president acts with dignity and human decency, I am fine with anyone; if the person isn't, I have no respect period and nothing will change my mind.	11/24/2019 6:36 AM
181	The future President of De Anza should provide the most organized, scheduled, and transferrable coursework from departments now and those to create and develop. So that students can take advantage of the California Community College system, and work toward transferring to one of the California State University or University of California. That is both important to Cupertino as a community and also to contribute to the higher education in California.	11/23/2019 5:19 AM
182	Empathizing with students and being caring and compassionate.	11/23/2019 2:02 AM
183	See above answer.	11/22/2019 9:58 PM
184	I have none.	11/22/2019 9:41 PM
185	--Balance of empathy/emotional intelligence/humility with resilience/confidence/ability to make tough decisions --Charismatic, able to communicate powerfully with variety of people, from outside funders/donors to students	11/22/2019 8:11 PM
186	Excellent educational background, warm and caring personality	11/22/2019 5:58 PM
187	strong commitment to making De Anza a role model for green campus, including educating students & instructors on their roles	11/22/2019 10:58 AM
188	Someone who can carry themselves professionally when dispute arises, and not lose his/her temper. Someone who cares about students and helping them transfer in a timely fashion. Someone who's open to new ideas. Someone who is efficient and gets things done before deadlines. Someone punctual.	11/22/2019 12:29 AM
189	Sense of humor Dedicated to improvement Top of class Proven success	11/21/2019 8:00 PM
190	Be open, but know the vision and demand outcome!	11/21/2019 6:50 PM
191	I would like see that changing the system of adding class because every time I try to enroll next quarters I ending up the class that I want can not get into it. The reason is that the class is already is close before my time comes. That's makes me feel stress and sad.	11/21/2019 6:08 PM
192	Very approachable yet authoritative.	11/21/2019 4:33 PM
193	Empathetic, friendly, considerate	11/21/2019 4:03 PM
194	Stays true to their word. Makes themselves known to the school	11/21/2019 3:31 PM
195	Attention to detail, patience and willing to learn, and common sense.	11/21/2019 2:11 PM
196	Being able to represent every student and encourage people to feel safe to express their ideas	11/21/2019 9:13 AM

## President Profile

197	Someone who values history, the arts, and skills based courses (welding and what not) but most of all one who encourages students to discover things they are passionate about and pursue a career in that field	11/21/2019 8:59 AM
198	They should have interest in Politics.	11/21/2019 8:10 AM
199	Personally, I would like to see the next leader of De Anza College to be someone who is fairly young and experienced; someone who has a lot of time on his/her hands to make up for the lack of time everyone else may experience being that De Anza is on a quarter system. On a professional standpoint, I would like to see this new leader to be knowledgeable in Education and capable of perhaps shadowing other successful community colleges (i.e. someone who is genuinely willing to improve our campus).	11/21/2019 7:56 AM
200	A leader who believes in humanity, is visionary and is a great executor.	11/21/2019 6:54 AM
201	See answer to #3.	11/21/2019 6:48 AM
202	Prioritize accommodating student opinions	11/21/2019 5:42 AM
203	-Someone who is visible on campus -Someone who takes time to talk with instructors and students -Someone who is keen to commuter challenges among faculty, staff, and students, and who thinks creatively about how to approach the problem.	11/21/2019 5:23 AM
204	Kind-hearted	11/21/2019 5:14 AM
205	Professional at all times, empathetic, articulate, temperate, calm and collected, and competent.	11/21/2019 4:46 AM
206	As I said, schedule picking is the problem when the freshmen have to pick their classes way later than others	11/21/2019 4:44 AM
207	I do not care as long as people can transfer.	11/21/2019 4:23 AM
208	Accessible by students and faculty.	11/21/2019 3:08 AM
209	Compassion, deep values, breath of previous educational experience, a positive world view, a service orientation, a sense of the history and the potentials that community colleges were meant to be, and the creativity to take De Anza into the realization of new potentials for individuals, the college, and our society.	11/21/2019 2:15 AM
210	Honesty.	11/21/2019 1:33 AM
211	I want our president to be someone who actually listens to the students. Running a school may be a business, but a school cannot exist without students. We are the reason why De Anza exists. Please pay attention to our voice and needs because we want a loving and nurturing environment that stimulates our academic interests, and I want to love my school. The position of the president may be something, but they still should put themselves to the same level as the students. I want her/him to really try to pay attention and understand our struggles and suggestions.	11/21/2019 1:25 AM
212	Always be joyful all the time and smile.	11/21/2019 1:08 AM
213	leadership and organizational skills, along with eco consciousness	11/21/2019 12:46 AM
214	warm, caring, honest, determined, confidence, creative	11/21/2019 12:38 AM
215	no	11/21/2019 12:36 AM
216	The person should be open to all students needs physical and emotional maybe offer some affordable housing on or near campus	11/21/2019 12:35 AM
217	Attending school events, trainings with teachers, fairness with teachers, spending on priority	11/21/2019 12:31 AM
218	Professional aspects would be someone who takes their time figuring out different solutions to better their institution, who is an active presence on campus.	11/21/2019 12:30 AM
219	nice, fun	11/21/2019 12:29 AM
220	a creative athletic intellectual, that has children.	11/21/2019 12:10 AM
221	A well seasoned individual not afraid of change.	11/20/2019 11:52 PM
222	Allowing changes through advocacy and mindfulness.	11/20/2019 11:46 PM
223	honesty	11/20/2019 11:34 PM
224	I would like to see a person of color fight the good fight.	11/20/2019 11:28 PM

## President Profile

225	People-person Interested in new ideas Interested in how instructors see their contributions to the school. interested in fairness across full time-part time instructor divide. Interested in getting tutorial/student body/instructor groups to work together for the benefit of the student. Acknowledge that Students are our "customer" and to treat problems in that light. To encourage De Anza to maintain intellectual pursuits - encourage divisions/departments to expand knowledge in their fields. If De Anza emphasizes transferability to UC's and CSU's then be concerned about how well those students are actually prepared!! Investigate student success after they have transferred. Be willing to understand what is really going on at De Anza and not encourage a glassy mirror-approach where DA is wonderful and all students are marvelously successful and smart. Students come to De Anza looking for help to fulfill their dreams - maybe it's language skills, work skills, reading and thinking skills that students need to ultimately be successful. The president should not just SAY they care, but through action, demonstrate that they care. If De Anza needs more \$\$, come up with new ways of raising \$\$\$. Be concerned about the mental/physical health of students and faculty. Have an interest in maintenance of computer equipment in class rooms and departments so that out of date equipment doesn't hang up the professor giving a class or trying to set up assignments in departments. Allocate more space to part time instructors.	11/20/2019 11:02 PM
226	A family person with a blue-collar mentality to have something in common with students. honest and straight forward not afraid to tell us the bad news	11/20/2019 10:49 PM
227	Someone whom is not biased against vocational programs while at the same time open to non-traditional technology based learning modalities.	11/20/2019 10:36 PM
228	There is nobody else that fits best than Cristina	11/20/2019 10:34 PM
229	Connecting with students	11/20/2019 10:22 PM
230	Approachable and welcoming of all students regardless of differences, unbiased when possible	11/20/2019 10:08 PM
231	To seek perfection in character for enduring challenges we face in society.	11/20/2019 10:07 PM
232	Personal and professional phases should go side to side while working in a diverse society while understanding others and maintain a good relationship at all times.	11/20/2019 9:53 PM
233	Manipulation skills would be beneficial, strong character and ability to think!!!	11/20/2019 9:51 PM
234	Someone experienced in the educational field with a bit of knowledge in vocational programs.	11/20/2019 9:45 PM
235	I don't know that	11/20/2019 9:45 PM
236	At least some experience in a similar role.	11/20/2019 9:44 PM
237	I would like to see a person who is organized, responsible, respectful,honest, and has a great amount of integrity.	11/20/2019 9:42 PM
238	No idea	11/20/2019 9:40 PM
239	reasonable person with logic and understanding.	11/20/2019 9:35 PM
240	Understanding, compassionate, sympathetic.	11/20/2019 9:34 PM
241	Personal would be coming from an ethnic background and professionally gets job done.	11/20/2019 9:32 PM
242	I would say that if the president who can be able to relate to others people's concerns and struggles would be one great attribute that would be needed. I would also say, if the person also learns that making mistakes is necessary and learns from those mistakes, that would be helpful instead of them thinking about being perfectionists.	11/20/2019 9:27 PM
243	Caring and committed leader/administrator	11/20/2019 9:26 PM
244	Experience, leadership, unique qualifications related to Bay Area specific challenges students face in today's economy.	11/20/2019 9:18 PM
245	The ideal candidate should be approachable and visible on campus. They should have a strong history of not just advocating, but being active in the campus body.	11/20/2019 9:09 PM
246	Hold up all people who work at De Anza to a higher standard, to set the bar high	11/20/2019 9:05 PM
247	Accomplished a lot. Nothing in particular.	11/20/2019 9:03 PM
248	Someone that understands and shows empathy towards their students	11/20/2019 8:58 PM
249	Have good professional skills in all aspects, and then be able to manage well, find deficiencies, and improve. Then continue to show the advantages and be able to play well.	11/20/2019 8:49 PM

## President Profile

250	Relatable, knowledgeable, open to criticism.	11/20/2019 8:47 PM
251	Someone who is organized, efficient, and good with relating to people of all ages. De Anza is a very diverse school, that means there is a need for someone with a diverse skill set and empathy for all kinds of people.	11/20/2019 8:46 PM
252	Promotion of actual diversity. If we look at faculty coordinators, liaisons, and representatives across the campus, they are mostly from Language Arts and Social Sciences. This is not an accurate representation of the campus. Academic Senate, FA leadership, Distance Learning, JMRR, SLO, Guided Pathways, VIDA, LinC, AB 705 steering committee...these are often the same people and the same divisions. It would be great if these positions were rotated because once someone gets them, they never give them up, and new faculty can never have such a position and can never get the experience. Someone of us really want to give back to college we love, and we are be blocked at almost every turn!	11/20/2019 8:36 PM
253	Kindness and some tolerance even for those who are intolerant	11/20/2019 8:35 PM
254	caring, understanding, helpful,	11/20/2019 8:32 PM
255	A dedication to help students attain their future goals. A supportive environment for teachers including funding to replace many of the broken classroom equipment.	11/20/2019 8:31 PM
256	A member of a minority who has survived racism or low income, and has grit and determination to succeed and can act as a role model. Also: smart.	11/20/2019 8:30 PM
257	Willing to listen to stakeholders but have a clear vision. One can't be everything to all people so the new leader should have the confidence to enact change where necessary, even if it's unpopular.	11/20/2019 8:29 PM
258	LGBT ally, open minded	11/20/2019 8:28 PM
259	Vocal about student acceptance (transfers and such), diverse advisor group, seeks to add courses to the student catalog	11/20/2019 8:26 PM
260	Have experience teaching, professionalism and is ready to answer the hard thought provoking questions.	11/20/2019 8:25 PM
261	Understands the bigger picture	11/20/2019 8:23 PM
262	Diplomatic, a good listener, someone with conviction	11/20/2019 8:23 PM
263	I don't really know.	11/20/2019 8:23 PM
264	Someone who has prior experiences dealing with widespread financial aid issues and running a college	11/20/2019 8:23 PM
265	Same as above	11/20/2019 8:22 PM
266	Someone who is modest, and comes from difficult origins. He/she with a silver spoon in their mouths is less likely to feel empathy or understand the obstacles faced by an average student. This is community college after all. Professional, direct and clear about their wants, not one to sugarcoat or overexplain a thing	11/20/2019 8:21 PM
267	Less talking and more doing	11/20/2019 8:18 PM
268	Caring & wants students to do well and have opportunities/access	11/20/2019 8:15 PM
269	More activities and service to students	11/20/2019 8:15 PM
270	Knows how to engage people and works comfortably at any level of the organization	11/20/2019 7:59 PM
271	Intelligence, kindness, and firm moral character.	11/20/2019 6:56 PM
272	Honesty and integrity, strong core values that will not deviate with political pressure.	11/20/2019 6:44 PM
273	Hands-on, get involved, communicative and transparent.	11/20/2019 5:50 PM
274	Knowledge of De Anza's, student body, faculty, classified and facilities staff. The President should be seen walking around campus and speak with the student body and staff.	11/20/2019 3:27 PM
275	A leader with a very clear "Vision" for the growth and stability of De Anza College.	11/20/2019 7:56 AM
276	Attributes: empathetic, compassionate, honest, truthful, wise, open, trustworthy, verbal, visible, reliable, supportive, consistent, and human.	11/20/2019 4:14 AM

## President Profile

277	Lives in the district boundaries. Leader in the community. Volunteers with various organizations other than in education.	11/20/2019 1:51 AM
278	I am looking for a leader who takes the time to know me, understand my program and be sympathetic to the fact that CTE programs do not and cannot fit the mold of traditional academic programs. I would like to see a leader who values CTE programs as much as academic transfer	11/20/2019 1:38 AM
279	A person who is committed to working with all groups, not just upper administration. Also focuses on faculty input.	11/20/2019 1:06 AM
280	Good listener, thinks outside the box, good communicator, values all ethnicities and orientations, including caucasians, values and prioritizes needs of faculty as well as students	11/20/2019 1:02 AM
281	Public speaking. Systems thinking. Equity practitioner.	11/20/2019 12:58 AM
282	Warm, kind, hard working, excellent communicator and cheerleader for our work at the college.	11/20/2019 12:28 AM
283	The person should have deeply held moral principles that they embody in their actions. They should be able to treat every individual with respect and really *see* and appreciate each person. They should be able to listen, but also able to lead. They should be able to set aside personal feelings to put institutional values first, and lead professionally rather than based on personal relationships.	11/20/2019 12:09 AM
284	Fairness, support for classified professionals and treating them equal to faculty and recognizing classified contribution to college	11/19/2019 11:52 PM
285	Must be charismatic and have a natural ability to relate with people at all levels. I would like this person to exude warmth, kindness, humility, and integrity. Is very skilled at communication both verbal and written. Is a good listener and has a sense of humor.	11/19/2019 11:39 PM
286	Courage. Creativity. Morality.	11/19/2019 11:38 PM
287	Personal- nurturing, thoughtful and reflective Professional- Student-centered, creative, innovator , builds and sustains inclusive teams, and community champion (internal and externally)	11/19/2019 11:27 PM
288	Intellect. Compassion. Integrity. Transparency. Diplomacy.	11/19/2019 11:15 PM
289	I would like to see our next President be someone who is articulate, compassionate, business-savvy, personable, honest and authentic.	11/19/2019 11:15 PM
290	I would like to see someone who can have deep empathy and compassion for our students and who gives their all towards their success while doing what is right and just, rather than what is easiest. Someone who can stand up to the powerful within our own district as well as the state.	11/19/2019 11:12 PM
291	Responsiveness and respect to all college personnel. Currently, I feel a big barrier between faculty and non-faculty staff. I feel that the expectation for non-faculty members is to not have an opinion and stay quiet. I feel that we should not even be talking to the president.	11/19/2019 11:10 PM
292	Able fundraiser working with government, for-profit and non-profit organizations. Local roots to community and local businesses.	11/19/2019 11:09 PM
293	A leader that is present on campus and stays in touch with the faculty, staff and students. A leader that truly leads, takes charge, but listens to us before making their decision.	11/19/2019 10:58 PM
294	Respectful of the various stakeholder groups (ACE, Faculty, Students, community, industry, etc.), high ethical standards, visionary thinking, ability to focus on the critical few rather than being distracted by minor operational issues.	11/19/2019 10:58 PM
295	-always think about students and the goods for our college.	11/19/2019 10:57 PM
296	Honesty Integrity Strength Flexibility	11/19/2019 10:50 PM
297	Warm non-threatening personality. High visibility to students and faculty. Everyone should know who this person is and have seen them. Manage by walking around, a lost art. A respect for all disciplines including the sciences. Aggressive toward solving problems of salary and housing for faculty. Same for protecting the diverse population of DeAnza. Professional training in related areas.	11/19/2019 10:48 PM
298	Open to feedbacks Open to meet with faculty and students alike Be inclusive of part time faculty	11/19/2019 10:45 PM
299	Someone who is willing to live locally and be a member of the community. Too many administrators live/have lived a substantial distance from the college. When Martha was president she lived in Cupertino and was very engaged with the surrounding south bay community.	11/19/2019 10:41 PM

## President Profile

### Q5 What do you see as De Anza's strengths?

Answered: 306 Skipped: 77

#	RESPONSES	DATE
1	Our students. The employees that work for students with patience, empathy and love, and never give up hope of changing the college and greater community.	12/14/2019 6:43 AM
2	We have some great, dedicated people who work here. Many of these people work quietly and with humility, without any expectation for recognition or reward. These people are the actual ones who keep the college going for our students. Many of our faculty are highly skilled, talented, and student-centered.	12/14/2019 6:35 AM
3	I think De Anza's major strength is its reputation for excellent instruction which is based on the quality and commitment of our faculty. Another strength is the quality of our student services which is based on the quality and commitment of our staff. However, faculty and staff do not feel very supported by our current administration and even feel undermined, disrespected and dismissed. There is a real problem with morale campus wide which has resulted in talented instructors leaving for other campuses. There has been no innovation at De Anza college for quite some time and we somehow were late to join college promise--joining several years after other campuses--when it is an initiative born from our former chancellor Martha Kantor. How this happened is beyond me. If the current administration doesn't start working collaborative (from the ground up) with faculty and staff rather than maintaining the top-down, hierarchical, disconnected approach to working with faculty and staff we will lose what makes De Anza strong--quality faculty and staff.	12/14/2019 3:10 AM
4	Strategic location, high transfer rate, safe environment for students and faculty, good coffee and food.	12/14/2019 2:22 AM
5	De Anza is diverse, engaged, competent, and respected.	12/14/2019 12:10 AM
6	Great faculty and staff, students willingness to be a part of the solution	12/13/2019 11:47 PM
7	the diversity of students, faculty, & allied staff. the positive reputation in the community. location of the college related to work and life in the South Bay.	12/13/2019 11:22 PM
8	-Undeniable reputation for being the best college with the highest transfer rate -The best intellectual and social faculty staff and students -A very diverse campus even though it's not reflected yet across different areas in the face of faculty and staff -An attractive & safe campus environment (Could be prettier) - A wealth of events and activities not just for students but for our community	12/13/2019 10:28 PM
9	We are well-known with a prestigious name.	12/13/2019 9:21 PM
10	For some unknown reason, De Anza seems to be a popular community college for international students. We have great faculty and a beautiful campus.	12/13/2019 9:11 PM
11	De Anza College is presently a very unfortunate waste of an institution, primarily due to administrative weakness and pigheadedness. It does have faculty with commitment and experience in innovative and progressive educational programs, a diverse student body willing to engage in supporting their own and their fellow students' growth, and overworked staff who work tirelessly to actually run the institution.	12/13/2019 9:02 PM
12	Equity, fairness, strong commitment to our vulnerable populations.	12/13/2019 8:29 PM
13	Diversity is a powerful strength, as is our community. We have good, energetic employees across the campus, but we need to reinvigorate equity goals and practices to eliminate the kinds of micro and macro aggressions that interrupt the benefits of a multicultural campus.	12/13/2019 8:23 PM
14	The students, diverse faculty, diverse course offerings	12/13/2019 8:22 PM
15	1. A reputation for offering college courses that are just as rigorous, challenging, and effective as courses taught at the state's finest four-year colleges at a fraction of the cost. 2. A reputation for having an ethical student body that doesn't cheat in their classes. 3. A reputation for innovating ways to engage non-traditional college students so that they, too, can enjoy the benefits of a college education.	12/13/2019 8:08 PM

## President Profile

16	Diversity. Intellect. Student-centered.	12/13/2019 7:51 PM
17	Its Mission Statement, its reputation for being Tops in Transfer, its event programming, and its many faculty and staff who are working hard to support marginalized students (low-income, students of color, first generation, undocumented, LGBTQIA)	12/13/2019 6:30 PM
18	Strong faculty and staff Strong community connection Positive reputation with the community	12/13/2019 6:02 PM
19	ALL of our students are amazing (not just our international students, our affluent students, our traditional students, our students that came from privileged high schools, or students of specific races and backgrounds)	12/13/2019 5:55 PM
20	N/A	12/13/2019 5:47 PM
21	The faculty and their assistants, the school personal who keep the college functioning (maintenance or security) and programs to aid in students career choices.	12/13/2019 5:21 PM
22	The library, and extra help offered to students, such as tutoring	12/13/2019 4:47 PM
23	Our students.	12/12/2019 6:25 PM
24	- There are hard working, skilled, and visionary administrators, faculty, and staff. - There are hard working, bright students who want to make a difference in their lives and the lives of others. - The treasure chest which is all the world-class tech companies surrounding us.	12/12/2019 4:46 PM
25	Culmination of different minds and cultures to overcome general adversity and promote tolerance. And, in my brief experience, the kindness of the staff.	12/12/2019 3:18 AM
26	Good	12/11/2019 9:43 PM
27	The Students.	12/11/2019 8:01 PM
28	Education-wise, De Anza is very strong. Good for transferring to 4-year schools.	12/11/2019 5:01 AM
29	The name? The location, the faculty, staff, and middle management who make things happen. The sky is the limit for De Anza. However, an institution cannot survive for long and past reputation. The reputation is declining.	12/11/2019 3:57 AM
30	Diversity, good programs and great faculty	12/10/2019 10:42 PM
31	De Anza's strengths is the diversity of students who can provide input from different perspectives and because of its diversity provides higher opportunities for people of different races and cultures to come together and get to know and appreciate one another	12/10/2019 9:28 PM
32	- Diverse - Dynamic - Transfer Rate	12/10/2019 5:28 PM
33	De Anza has the potential to be a culture of loving kindness where all members can thrive. It's political and cultural misunderstandings keep it from growing. Organizationally De Anza has a strong foundation but it requires true courageous honest and vulnerable leadership. We must have a president that sees that it is time to put politics aside and take up the human project that should be at the center of our work.	12/10/2019 7:02 AM
34	Diversity, supportive to students and faculty, innovative.	12/10/2019 1:22 AM
35	I would like to say that as much as there are problems here, there are also amazing people who work at this college, for this college. I have the utmost admiration for our Chancellor, and for our interim President. I thank them for seeking out external consultants to ask hard questions, and gather a great deal of data, of where we are as a college, and where we are as a community. I also admire the work that comes out of the many wrap-around services we offer the students: Health Center; Food Pantry; EOPS; Cafeteria Services; Library Services and its beautiful building renovation; the gentleman who drives the DSS transport van around campus--he is so friendly and upbeat; the Custodial Staff and Groundskeepers--no one ever thanks them enough. I am grateful for the kindness and quick response of the AV staff that fixes our computers and classroom smart boards. We have amazing diversity in students and employees. We have so many brave, hardworking, fun-spirited humans coming through here every day. Much thanks for the chance to be candid, and I hope I am being candid in an anonymous, safe construct--since I have a family to support, and I cannot afford to be bullied by the personalities I have described in item #1. Thank you for your hard work and dedication.	12/9/2019 10:00 PM
36	De Anza has a diverse, elite faculty with fine facilities	12/9/2019 9:13 PM
37	It's affordability and food program for students.	12/9/2019 3:13 AM

## President Profile

38	Diversity. That of students and teachers, as well as the classes we offer. I feel it shepherd's us in a direction of equality and understanding, and allows more opportunity when transferring.	12/8/2019 11:34 PM
39	Diversity in people and college classes ( somewhat but its already great as it is ). I enjoy coming to De Anza where it feels clean and nice to come to learn. I was lucky to have found a subject that I enjoy and pursue at De Anza. Everything is quite good at De Anza but I have heard of crimes like theft and property abuse around campus and parking lots so I think that can be improved in the future with more cameras.	12/8/2019 10:50 PM
40	Athletics and our retention rate	12/8/2019 8:00 AM
41	Mixed communities	12/8/2019 7:25 AM
42	Each individual that builds the student body and his or her story. The many life paths opened up, by a large amount of courses made available to students of the school.	12/8/2019 7:09 AM
43	The quarter system and student resource centers.	12/8/2019 6:01 AM
44	Openness, good transfer rates	12/8/2019 4:27 AM
45	Diversity, global student body, modern facilities, support from local companies, and famous alumni (Steve Jobs)	12/8/2019 4:25 AM
46	Academic excellence	12/8/2019 3:57 AM
47	students and faculty and staff-on-the-ground who go above just the minimum job description to help empower and educate students and who genuinely care about building community at De Anza. But these strengths are diminishing due to lots of burnout and feelings that extra efforts are not really seen/acknowledged.	12/8/2019 2:15 AM
48	Actually caring for students. De Anza actually cares for its students and that is very clear. Most schools in the U.S. could not care less about its students and focus 95% of their energy towards grades and college acceptance. Very much respect De Anza and the services the kind staff here provide.	12/8/2019 12:10 AM
49	Diversity and acceptance for our community	12/7/2019 11:19 PM
50	De Anza is in a physical location that could only help De Anza make itself into the bridge between the local labor force (and not just youngsters) and the surrounding industry and science. The Santa Clara valley was once the hub of innovation but I've seen that slip a bit lately. De Anza should find someone who can find ways to strengthen the link between people and local businesses.	12/7/2019 10:36 PM
51	Most Deans and faculty. A few Deans and faculty are not up to the standards this college has had in the past (as in many years ago), should have now, and can have if a strong leader was in place. Without a strong future college president who is a strong leader we are in a future world of hurt. Deans and faculty are not dumb, clueless people as some in the upper levels seem to think. The college has Deans and faculty who are fighting continuously to improve and innovate only to be shot down by administrators who have never taught or have no idea what programs and courses are about; but Deans and faculty do know what they are talking about!!	12/7/2019 6:57 PM
52	Quarter system! I tried semesters, and repeatedly failed in that system. I seek DeAnza due to its quarter system.	12/7/2019 5:03 PM
53	What I do see is a weakness in having some of the programs that are in the morning, in the evening for someone who works FT and is trying to go back to school. At least a little later. There is a math program at DeAnza where you can do a 1 hour class with another hour of time working on material for help. I would love to see at least some of these a little later as well - like 3:30 or something of that nature. I spent many years at the community colleges in the Bay Area with continued learning but I don't know a lot about DeAnza overall. I know the teachers are fabulous for the most part, coming from the same careers we are studying. That's a strength. Most of the people are kind and helpful. I think any organization, you are only as strong as your people so it's important to take care of them. If it's a good place to learn, we'll come. I am sad to see a lack of diversity in my class but that might be an entire other problem with outreach. In either case, I don't know enough, but what I do know is I'm grateful to be at DeAnza.	12/7/2019 4:41 PM
54	- excellent staff and faculty, who provide quality service and teaching to our students - support and commitment to social justice and civic engagement - a strong sense of commitment to vision and the college and to each other (community). this seems to have waned in the last 5 or so years	12/7/2019 3:26 PM
55	reputation. tops in transfer.	12/7/2019 9:00 AM

## President Profile

56	Location in Silicon Valley and next to a rising San Jose, its diversity in student and faculty, resources like the OTI, VIDA, and the Equity Office.	12/7/2019 8:29 AM
57	De Anza's strengths are the way they support students. De anza allows students to find community and get involved. The voice isn't given to faculty.	12/7/2019 8:08 AM
58	Supportive instructors	12/7/2019 7:31 AM
59	student social life and sciences	12/7/2019 6:48 AM
60	Lovely community and staff; felt welcome since day 1.	12/7/2019 6:32 AM
61	Diverse student body. Location. Some teachers are good. (Some not so good.)	12/7/2019 6:14 AM
62	Students Success Center (SSC), which is unique among this area	12/7/2019 6:05 AM
63	Different ethical groups.	12/7/2019 5:45 AM
64	Top UC feeder	12/7/2019 4:32 AM
65	Top in transfer	12/7/2019 4:31 AM
66	Excellent classes and faculty, modern and adequate buildings and physical plant, and strong emphasis on diversity in all aspects of campus programs and operations. In sum, De Anza is a superior community college in every respect.	12/7/2019 4:29 AM
67	Transfer reputation, Faculty to student ratios	12/7/2019 3:00 AM
68	Great	12/7/2019 2:23 AM
69	Academically it is phenomenal. And the support services are phenomenal, too. But maintaining and/or improving upon these things is going to be very difficult over the next decade.	12/7/2019 2:21 AM
70	High transfer rate	12/7/2019 2:13 AM
71	Diversity, extremely competent and knowledgeable teachers, transfer opportunities	12/7/2019 2:06 AM
72	Very environmentally concerned, things like the MLC and low-water fixtures are a great thing about the physical campus.	12/7/2019 1:52 AM
73	Probably our biggest strength is the lingering impression that De Anza is somehow "the place to go in order to transfer". I don't want the College to become a school purely about transfer, we've got too many amazing programs like Auto Tech and DMT, and they're every bit as valuable as the transfer-oriented programs. However, if we can be "the* place to go", (ideally for more than just transfer), a school that stands out somehow, that might be worth hanging on to. I realize that De Anza puts high value on battling against "elitism" in various forms, and I don't want to sound `elitist', but if we're viewed as somehow standing apart from our peer institutions, that's not altogether a bad thing, in my opinion. If a college president can help keep that train rolling, which apparently started rolling many years ago, that might be a good thing.	12/7/2019 12:40 AM
74	Diversity, knowledgeable and skilled staff and faculty.	12/7/2019 12:11 AM
75	-	12/7/2019 12:04 AM
76	The wide variety of students and their backgrounds	12/6/2019 11:56 PM
77	The different programs/clubs and all around help provided by the college.	12/6/2019 11:54 PM
78	shared governance	12/6/2019 11:48 PM
79	We have hired gifted and talented people, yet for the past several years there has been a stagnation. People are not performing at optimal potential, and a smart leader would understand why and would find appropriate solutions.	12/6/2019 11:41 PM
80	Loyalty	12/6/2019 11:00 PM
81	Great teachers and the flexibility to help . THANK YOU	12/6/2019 10:49 PM
82	I do not understand this question.	12/6/2019 10:08 PM
83	Reputation for academic standards and thinking of student success beyond De Anza	12/6/2019 9:55 PM
84	- Great opportunities for International students. - Friendly ISP - Many vegan/vegetarian options in food court - Food pantry for those lacking basic food needs - Disabled and veterans recognition - Cheap medical aid and sponsorship (Blue Cross) - Highest transfer rate in California	12/6/2019 9:49 PM

## President Profile

85	No comment	12/6/2019 9:46 PM
86	De anza is the top one for transferring	12/6/2019 9:44 PM
87	They are primed and connected to all the major university systems in the state and have a great reputation.	12/6/2019 9:28 PM
88	Multicultural welcoming, open clean campus, good teachers, reasonable computer access, good library, vocational opportunities, child care, food service	12/6/2019 9:23 PM
89	None	12/6/2019 9:16 PM
90	Faculty, flexible class hours.	12/6/2019 8:58 PM
91	Diverse school who cares about students	12/6/2019 8:56 PM
92	quality of academics provided	12/6/2019 8:46 PM
93	We have a really talented faculty and staff and an institutional structure that supports competent and engaged students. We have extraordinary student leaders. A great president will understand this strength and lean into it.	12/6/2019 8:40 PM
94	To keep high rate of transfer	12/6/2019 8:40 PM
95	None cause it's all runners by idiots	12/6/2019 8:36 PM
96	Computer Science Prep Math and Physics Prep Excellent foreign language program (barring the awful Spanish program) Nice campus	12/6/2019 8:26 PM
97	All the super smart exchange students raise our test scores astronomically	12/6/2019 8:23 PM
98	It's resources for students.	12/6/2019 8:08 PM
99	Strong faculty dedicated to excellent teaching. Experienced classified staff. Emphasis on transferring.	12/6/2019 8:02 PM
100	commitment to students	12/6/2019 7:52 PM
101	History of great employees: Anne Leskninen, Lakshmi Vanniasegaram, Karl Schaffer.	12/6/2019 7:47 PM
102	Diversity, empathy, creative and caring of our students, faculty and staff. I foolishly continue to hope the new president would create an environment where our students, faculty and staff would again be allowed to flourish.	12/6/2019 7:46 PM
103	Location, quality education, good reputation.	12/6/2019 7:45 PM
104	Hardworking and caring managers, faculty and staff who all put student's needs in the forefront and see success as very attainable.	12/6/2019 7:37 PM
105	Always the best for transfer in the United States	12/6/2019 7:33 PM
106	Broad range of courses, transfer-ability, financial aid	12/6/2019 7:32 PM
107	Of course yes!	12/6/2019 7:31 PM
108	Always very student oriented	12/6/2019 7:27 PM
109	helping students from going hungry. great access to adaptive technology.	12/6/2019 7:27 PM
110	From appearance, De Anza College is a beautiful campus and should be advertised more. Another strength would also be the high rate of transfer students and De Anza's relations to top-tier universities.	12/6/2019 7:26 PM
111	Unity, black, white or any color we are unique.	12/6/2019 7:20 PM
112	De Anza has the required and supplemental classes to transfer to a University. That is its main strength to me.	12/6/2019 7:17 PM
113	rich resources	12/6/2019 7:03 PM
114	Great campus with a ton of really sweet people. We always have things going on in the main quad and it boosts spirit!	12/6/2019 7:01 PM
115	The strengths lie in the resources De Anza relegates for its student body. They truly help make it possible for anyone to succeed by being open and flexible to different kinds of people and schedules and help support and accomodate real life.	12/6/2019 6:56 PM

## President Profile

116	Great curriculum and staffs. Have great organizations.	12/6/2019 6:56 PM
117	People who care in assessing and reading survey questions like you. Do you know what you want for Christmas yet?	12/6/2019 6:49 PM
118	Quarter schedule system.	12/6/2019 6:48 PM
119	Really bad part time instructors raising the bars by making students struggle for no particular reason.	12/6/2019 6:45 PM
120	It's diversity	12/6/2019 6:39 PM
121	Diversity	12/6/2019 6:39 PM
122	City area and great transportation	12/6/2019 6:38 PM
123	Multi-cultural. Great/understanding faculties Offers programs that helps students succeed in their classes and life Student services Health center	12/6/2019 6:31 PM
124	Sports teams Location & Apple	12/6/2019 6:29 PM
125	Athletics and then academics	12/6/2019 6:28 PM
126	This is an excellent opportunity for De Anza to reinvent itself	12/6/2019 6:28 PM
127	Unique course offerings; talented educators; diverse student body	12/6/2019 6:27 PM
128	Best teachers. I've taken some Spanish classes and so far Kimberly Vinall and Carmen Lizardi-Folley had been my most encouraging teachers that changed my view on Spanish and it's culture. I have taken many private lessons before this but nothing like the system in de anza. It enhanced my knowledge exponentially but introducing culture, politics and allowing me to volunteer and mentor.	12/6/2019 6:23 PM
129	De Anza is an affordable institution that offers an attainable goal of transferring to a four year university.	12/6/2019 6:21 PM
130	Outstanding faculty.	12/6/2019 6:18 PM
131	De anza is a good school, it provides a lot of opportunities to students. there is a bit of a culture problem: there is favoritisms among faculty, mean emails, and lack of instructional leadership. No community for adjuncts. We're all on our own. I teach at several schools, this is the one school where I don't have an agency. I am a plumber, not a respected faculty member.	12/6/2019 6:15 PM
132	Diversity. Kindness. I think..	12/6/2019 6:13 PM
133	Sports are largely praised on campus, and they contribute to a lot of the community here at De Anza.	12/6/2019 6:10 PM
134	Good quality faculty	12/6/2019 6:09 PM
135	The ability to try and help student as much as they can	12/6/2019 6:08 PM
136	n/a	12/6/2019 6:08 PM
137	Wide diversity in students and teachers.	12/6/2019 6:07 PM
138	Student Diversity (ethnic, intellectual, age), Strong Faculty, New and well maintained campus and facilities	12/6/2019 5:53 PM
139	The ability for mostly everyone to come and learn what they want.	12/6/2019 5:27 PM
140	Dedicated teachers....especially the part-time instructors that spend lots of extra time beyond their required responsibilities.	12/6/2019 4:12 PM
141	I just love that we have a diverse campus and the current president knows everything about the campus and really cares for all employees at De Anza College.	12/6/2019 4:10 PM
142	Innovation, Diversity, Inclusion, Engagement and Equity. Sense of community Teaching pedagogy and curriculum Transfer rates	12/6/2019 4:06 PM
143	The strengths at DA are paramount in the grounds and facilities. Campus life is significant and it is a great experience to see students so active.	12/6/2019 3:32 PM
144	diminishing from benign neglect	12/6/2019 2:07 PM

## President Profile

145	faculty and staff who care about students and want to do their best (but often lack the resources, trust, and morale to stay engaged and be innovating/take initiative).	12/6/2019 9:35 AM
146	Great students. Dedicated faculty. Tradition of academic, inclusive excellence.	12/6/2019 9:09 AM
147	Its people. Always been.	12/6/2019 7:35 AM
148	located in Silicon Valley and close to Stanford university and UC Berkeley. Should make good use of these.	12/6/2019 3:52 AM
149	It's vibrant and active student, staff and faculty engagement, its value and recognition to people of color and working towards equity and its historical stance in social justice issues	12/6/2019 3:28 AM
150	Diverse racial environment	12/6/2019 3:15 AM
151	High transfer rates.	12/6/2019 1:21 AM
152	good food & many resources for students who can't afford food or therapy or pads etc	12/6/2019 1:21 AM
153	Academically has good rigor for a community college. Other than that, I see no other strengths that would attract minority students/staff to this campus. There is a definite racist culture (Faculty & Staff) on this campus.	12/6/2019 1:10 AM
154	Used to be academic excellence, which is fast diminishing. We are losing our attractiveness, especially among international students as our reputation is now viewed as a place where students boast about cheating and/or shopping around for easy/lazy instructors to boost GPA and transfer out. Our strengths lie in dedicated instructors who care about the students, want to make a difference in students' life, and are staying in De Anza despite the lack of focus on teaching and the hindrance presented by the administration and FA.	12/6/2019 1:09 AM
155	High academic standards. Highest transfer to the UC's and CSU's. Excellent Athletics Programs. Excellent LinC Programs.	12/6/2019 12:55 AM
156	Diverse students, student-centered teaching most of the time, although we could do better, fantastic programs & student support, student involvement in campus celebrations	12/6/2019 12:54 AM
157	Our size, the diversity of people (students and staff), and our work ethic!	12/6/2019 12:51 AM
158	Everything	12/6/2019 12:47 AM
159	Helpful with transferring students out quick.	12/6/2019 12:41 AM
160	Location. History. Potential to be an innovative leader in cc education in ca.	12/6/2019 12:30 AM
161	De Anza has many options for education	12/6/2019 12:05 AM
162	Big	12/6/2019 12:00 AM
163	Great College/Area Great People work at De Anza Reputation	12/5/2019 11:36 PM
164	Faculty, staff students. Not so sure about some of the administrators.	12/5/2019 11:08 PM
165	De Anza is strong for making students fulfill their transfer to their four-year universities with a high acceptance rate of four-year university transfers.	12/5/2019 9:59 PM
166	De Anza does a great job of allowing students having the choice of choosing what the students are actually interested in. There are many interesting classes that certainly piques my interest and questions if whether or not I want to pursue my career in that particular field.	12/5/2019 9:55 PM
167	Equality, welcoming nature, inviting, opportunity for all, kindness, humanity. people are people, not treated as numbers.	12/5/2019 8:51 PM
168	Diversity and Support	12/5/2019 7:27 PM
169	COMMUNITY.	12/5/2019 6:17 PM
170	We have a good set of core values, we have great people working here.	12/5/2019 5:49 PM
171	It is tops in transfers	12/5/2019 5:55 AM
172	very good teachers and classes taught here	12/5/2019 3:58 AM
173	Accept and respect diversity in students' ethnic and background.	12/5/2019 2:28 AM

## President Profile

174	Our faculty and staff who have set in place meaningful programs that really help students. Our immigrant and international students and our learning centers like the library and the writing center and math and science and business assistance. Our VIDA program, high transfer rate,	12/5/2019 2:01 AM
175	De Anza is a very diverse and active community college and I hope that student activism continues to grow and is centered in our mission.	12/4/2019 11:57 PM
176	-Staff committed to student success. - Strong community support and resources. - Active students.	12/4/2019 10:47 PM
177	De Anza's strength is its academic	12/4/2019 6:26 PM
178	Location in the heart of Silicon Valley.	11/30/2019 12:28 AM
179	De Anza's strengths are our campus is the most diverse campus I've attended that allows students and faculty to learn from one another in all aspects of life. Our campuses have lower tuition fees and even though I don't need a bus pass, it has implemented a program within student fees to allow students who do to be able to have bus passes. The GE classes have more flexibility with more dates and times to attend classes on campus and online. Students have a greater opportunity to improve their transcripts before trying to transfer to a four year university. Housing costs continue to skyrocket, however there are places where you can find other students who want to find roommates to share costs. The counseling department and transfer department are amazing. Textbooks continue to be an issue as far as cost, however many faculty members at De Anza are now wanting to find ways for their students to save money like not continually ordering the next edition when not much was changed from the previous edition other than the cost being higher. We have faculty members that either currently work in the teaching field, and or retired after a long service so students get that knowledge and expertise that is needed in the real world. Our crime rate on campus is lower compared to a university and even other community colleges.	11/26/2019 5:22 AM
180	Caring and kind faculty and teachers, teachers are accessible	11/25/2019 1:08 AM
181	Location, Diversity, Good Teachers, Big and established campus.	11/24/2019 5:34 PM
182	Its sense of peace amongst its students is one pro from me. The animation courses the school offer is nice to.	11/24/2019 6:36 AM
183	De Anza is part of a middle to more affluent community and has developed a school district that continues to contribute to the higher education of this area in Silicon Valley and the Bay Area, as well as to the state of California in general. It should continue to maintain and develop its ranking as a Top Transfer college.	11/23/2019 5:19 AM
184	Helpful and friendly people.	11/23/2019 2:02 AM
185	Location, pretty campus, good teachers	11/22/2019 9:58 PM
186	Interference in ones problems.	11/22/2019 9:41 PM
187	Engaged and diverse large student body with infinite leadership potential Passionate faculty not afraid to speak their minds Exceptionally qualified and dedicated classified staff Heart of Silicon Valley, large potential for fundraising Excellent reputation, transfer rates	11/22/2019 8:11 PM
188	Application and registration process	11/22/2019 5:58 PM
189	The large population of international students and ethnic diversity. Having the promise program. Smaller classroom sizes so students can get the one-on-one help they need.	11/22/2019 12:29 AM
190	Location Low costs Opportunities for excellence	11/21/2019 8:00 PM
191	Great Personnels and reputation	11/21/2019 6:50 PM
192	I think De Anza strength is that always helps to students be successful and send them into better universities.	11/21/2019 6:08 PM
193	Leadership, inclusion, dedication to equity, great instructors, great classified staff	11/21/2019 4:49 PM
194	Great academics and perfect place for transferring.	11/21/2019 4:33 PM
195	Diverse, environmentally conscious, good programs such as FYE, Puente, etc.	11/21/2019 4:03 PM
196	Community, cafeteria(food is always good), teacher care about their students, and the opportunities De Anza can bring to current students and transfers	11/21/2019 3:31 PM
197	The ability to provide a safe environment for everyone.	11/21/2019 2:11 PM
198	Offering quality education and having a wide range of activities for students	11/21/2019 9:13 AM

## President Profile

199	It's wide array of student support programs like DSS	11/21/2019 8:59 AM
200	Its ability to send students out to transfer.	11/21/2019 8:10 AM
201	De Anza's strengths are having staff and faculty who genuinely care about students, as well as attracting many international students. I will never forget my initial experiences with getting help for applying to Financial Aid, Counseling 100, and going to the administration office. All of our employees are very friendly and helpful unlike most other community colleges. Throughout my time at De Anza College, I have met many international students and was thoroughly amazed by the diversity of students on campus.	11/21/2019 7:56 AM
202	Its location in the heart of the silicon valley, in proximity to all the major tech players nurtures a culture and environment of constant improvement of ways of doing things, open mindedness and free spirits.	11/21/2019 6:54 AM
203	Academic excellence, diversity of programs, student food assistance, athletic opportunities.	11/21/2019 6:48 AM
204	Diversity, studious students	11/21/2019 5:42 AM
205	Teachers who go above and beyond for our students	11/21/2019 5:23 AM
206	Transfer Planning	11/21/2019 5:14 AM
207	Diversity of opinion. We shouldn't champion race and ethnicity, and instead look to a meritocratic system, I truly believe that more students prefer that over identity politics.	11/21/2019 4:46 AM
208	I'm not sure	11/21/2019 4:44 AM
209	The transfer rate and quarter system.	11/21/2019 4:23 AM
210	Transfer rate. Quarter system. Diversity of course offerings (though that is shrinking).	11/21/2019 3:08 AM
211	Diversity, resources both on campus and in the community, the potential to re-gain the leadership standards it once attained, a community that values its significance as an institution of higher education and ongoing development for people of all ages, cultures, orientations, and ongoing growth and viability.	11/21/2019 2:15 AM
212	Diversity and acceptance - even if it allows #\$\$*ing scientologists on the campus... (which I think not a single person condones - this is why general rules suck. Even though they're a "religion" - we all know it's a cult that ruins lives...)	11/21/2019 1:33 AM
213	One of the biggest strengths of De Anza is its openness and diversity. Studying and living in a diverse and progressive place shape our students' viewpoint to be more inclusive and understanding, and it is a great asset to have as a global citizen. I appreciate the resources De Anza provides for us--such as the office of equity, many workshops on a variety of topics, and supportive and open-minded faculty members, and I hope the future students at De Anza experience the welcoming and caring school environment.	11/21/2019 1:25 AM
214	Strong, powerful and happy.	11/21/2019 1:08 AM
215	we are located in the hub of Silicon Valley, composed of a very diverse student, faculty and staff body, and we are already known as the #1 in transfer, thus attracting a good number of international students	11/21/2019 12:38 AM
216	no	11/21/2019 12:36 AM
217	Most of the instructors are professional	11/21/2019 12:35 AM
218	Diversity	11/21/2019 12:31 AM
219	The professionalism of its professors the ability to work hard and transfer the fact that it doesn't feel like a community college and that it makes its students challenge themselves and the widespread of classes available.	11/21/2019 12:30 AM
220	good transfer rate	11/21/2019 12:29 AM
221	It serves the local community. It welcomes minority groups and/or disenfranchised people.	11/21/2019 12:10 AM
222	Diversity and fluidity of change.	11/20/2019 11:52 PM
223	Diversity, community.	11/20/2019 11:46 PM
224	excellent school	11/20/2019 11:34 PM
225	Diversity.	11/20/2019 11:28 PM

## President Profile

226	very strong authority	11/20/2019 11:18 PM
227	Great communication with students! Wide variety of classes available (more than Foothill, CSM, Canada, and Skyline locally).	11/20/2019 11:05 PM
228	Well supplied labs! Parking is under control now. Library collections in intellectual areas of endeavor could be greater! Tech capabilities are generous! Technological capabilities good for inserting students into Silicon Valley businesses.	11/20/2019 11:02 PM
229	People, the schools brand, resources,	11/20/2019 10:49 PM
230	Mix of vocational and technical learning opportunities that focus on student success.	11/20/2019 10:36 PM
231	Did I say I love Cristina already?	11/20/2019 10:34 PM
232	Nothing	11/20/2019 10:22 PM
233	Welcoming environment and extremely high quality education, even better than many universities	11/20/2019 10:08 PM
234	Mostly the career days and professors attributes to stepping boulders.	11/20/2019 10:07 PM
235	Location in the Santa Clara valley, in a area that is intellectually strong, And has many young people who are striving for a better life, with study and good competion.	11/20/2019 10:01 PM
236	De Anza is a highly reputed place where student are guided towards their dreams. One should strive and work hard to keep the work going on and on.	11/20/2019 9:53 PM
237	Computer Science students	11/20/2019 9:51 PM
238	Nothing	11/20/2019 9:45 PM
239	Open many things that students want	11/20/2019 9:45 PM
240	There is a lot of diversity in De Anza. There are many different types of people, classes, campus has many historical landmarks that some other colleges in California don't have.	11/20/2019 9:42 PM
241	No idea	11/20/2019 9:40 PM
242	being a diverse and open place for ideas, debates, free and uncensored speech for all.	11/20/2019 9:35 PM
243	Gender neutral restrooms I guess. The course options does not work out for everyone unless you don't have to work, have a lot of capital saved for going to school during day time. The online classes are totally bogus, the instructors do nothing except grade. They should have "Collaborate" or video chats/sessions with the class. Or at least post an hour or two of a video of them going over the material.	11/20/2019 9:34 PM
244	We the underdogsssss	11/20/2019 9:32 PM
245	I see in a diverse environment we have more open mindedness and friendliness within the community as well. I find that with the diversity we have lots of options materialisitically and also personally as well.	11/20/2019 9:27 PM
246	Solid, longstanding positive reputation as an educational institution and in the community	11/20/2019 9:26 PM
247	"Tops in Transfer" hard working student population	11/20/2019 9:18 PM
248	I believe that De Anza has much better support for STEM students than I've seen at other colleges (courses such as Calculus, Physics, and Chemistry are offered tremendously more at De Anza than anywhere else I've been, giving students better access to high quality instructors and times that work best for the students). I also believe that De Anza has the most vibrantly active Social Justice movement I've ever seen on a campus. Programs such as VIDA, HEFAS, the Jean Miller Resource Center, and the Puente program offer substantial resources and calls to action for students to become engaged in. This is way better than I've seen at other community colleges, even here in California.	11/20/2019 9:09 PM
249	Diversity, treating all people with respect.	11/20/2019 9:05 PM
250	Focused.	11/20/2019 9:03 PM
251	VTA, highest Transfers outta any Community College in California, lots of great FYE programs.	11/20/2019 8:58 PM
252	The professors	11/20/2019 8:56 PM
253	There are many courses and there are many possibilities	11/20/2019 8:49 PM
254	Embracing diversity	11/20/2019 8:47 PM

## President Profile

255	De Anza is amazing at transferring units and getting students to transfer to 4 year universities. However, the counselors here are extremely unhelpful and sometimes even give out incorrect information to students. It would be great if there was more communication within the administration and clearer guidelines for students about what classes are needed to graduate and transfer.	11/20/2019 8:46 PM
256	Flexible scheduling of classes	11/20/2019 8:36 PM
257	Wonderful people who truly care about colleagues and students. I truly believe there are a lot of great people here!	11/20/2019 8:36 PM
258	Acceptance of everyone	11/20/2019 8:35 PM
259	Good transfer	11/20/2019 8:32 PM
260	I think it is in the hub of the world's computer/internet/ai industry. And every advantage from its location should be used to assist students in developing their skills whether as a computer scientist or as an artist to exist successfully in our dynamic era.	11/20/2019 8:31 PM
261	Great teachers, wonderful facilities (library, sports, cafeteria.), wide curriculum, small classes.	11/20/2019 8:30 PM
262	Providing a high quality, low cost education to all.	11/20/2019 8:29 PM
263	Sense of community and it's connection between students and teachers	11/20/2019 8:28 PM
264	Professors	11/20/2019 8:26 PM
265	Many helpful resources, clean and beautiful campus, prime location and quality education.	11/20/2019 8:25 PM
266	It has more natural areas to add more life.	11/20/2019 8:23 PM
267	Excellent course offerings, good options for working students	11/20/2019 8:23 PM
268	professors are actually pretty good.	11/20/2019 8:23 PM
269	The ability to cater towards all audiences	11/20/2019 8:23 PM
270	Community leader	11/20/2019 8:22 PM
271	The school is diverse and it does its best to sever all its students. As a minority myself, i dont feel coddled at deanza nor do i feel like i have special status as being a minority, and am taught to feel victimized. Im treated fairly and equally as the rest of my peers, irregardless of what pur background is.	11/20/2019 8:21 PM
272	Reputation, Transfer ability, Free tuition for two years, excellent facility, wonderful student services.	11/20/2019 8:18 PM
273	Academics is strong, good curriculums & teachers	11/20/2019 8:15 PM
274	Our diversity	11/20/2019 8:14 PM
275	Excellence in teaching, innovative people who care about student growth and learning.	11/20/2019 7:59 PM
276	Commitment to equity and high educational standards.	11/20/2019 6:56 PM
277	Our transfer programs, and our highly committed and passionate employees.	11/20/2019 6:44 PM
278	It's staff and student body	11/20/2019 3:27 PM
279	De Anza needs consistency in providing first-hand information. Options for the growth of faculty. Faculty support is much needed. Faculty should be respected, praised and featured. Not just a limited hand-full of faculty, but an inclusiveness for all. Faculty should be able to share their experiences both personal and professional to teach, inform and connect with the college. De Anza has so much potential to be all inclusive and to create more comradery with a spirit of community and friendship. Many faculty retire and have created zero connections and are never thought of again.	11/20/2019 7:56 AM
280	Diverse student and faculty, faculty and staff dedicated to help students achieve their goals,	11/20/2019 4:56 AM
281	De Anza has many strengths. It embraces and reflects different cultures, and cultivates community between students, staff, faculty, supervisors/deans, and administrators. I love that the most.	11/20/2019 4:14 AM
282	teaching and support staff.	11/20/2019 1:51 AM
283	great leadership, great faculty, caring faculty, strength to change what is needed in order to keep current and move forward	11/20/2019 1:38 AM

## President Profile

284	It's an institution with a huge diverse student population. I can't say the same for the full-time faculty and administrative populations.	11/20/2019 1:06 AM
285	Dedicated faculty, excellent programs, CTE	11/20/2019 1:02 AM
286	Interpersonal skills of the staff. Faculty with high standards. Resilience of students!	11/20/2019 12:58 AM
287	Diverse and academically motivated students, dedicated teachers, excellent programs and instruction, strong student services.	11/20/2019 12:28 AM
288	Acceptance, empathy and equity.	11/20/2019 12:15 AM
289	One of my colleagues has a spouse who refers to himself as a "De Anza widower." Faculty, staff and administrators at De Anza work ALL THE TIME, so much so that it makes the institution deeply dysfunctional and makes us feel extra crispy. But a good chunk of this is motivated by the fact that most of us--a critical mass of us--deeply love our students and believe in them and believe in the community college mission. This is our strength.	11/20/2019 12:09 AM
290	our all willingness to avoid lay-offs through creative ideas and shared government	11/19/2019 11:52 PM
291	Our students. They are simply amazing!	11/19/2019 11:39 PM
292	Academic rigor and ambitious community - folks with the desire and the tools to try new things.	11/19/2019 11:38 PM
293	Employees committed to the success of all our students Our Equity Office and leadership Our civic engagement efforts, VIDA's work and its leadership Marketing and communications including CTE programs Our affinity groups/learning communities (for students and employees who are Latinx, Black, API, Veterans, others)	11/19/2019 11:27 PM
294	Students are great. We have an excellent system of transfer especially to the UC system and that is why we need to stay on the quarter system. We have devoted faculty and staff.	11/19/2019 11:15 PM
295	Our college has a strong reputation as a place where students can get the help and assistance they need from staff, as well as a strong education from trusted and learned faculty who are leaders in their field.	11/19/2019 11:15 PM
296	Our students and our reputation are our strengths.	11/19/2019 11:12 PM
297	Regardless of the staff shortage, the landscape is well maintained and aesthetically pleasing.	11/19/2019 11:10 PM
298	Nice campus, terrific students. The college's reputation has faded as we largely stopped being innovatative which previously make De Anza unique and valuable.	11/19/2019 11:09 PM
299	Faithful and dedicated faculty and staff.	11/19/2019 10:58 PM
300	World class faculty; diverse opinions that lead to breakthrough solutions; strong discourse through the shared governance process.	11/19/2019 10:58 PM
301	many students and staffs and faculties are positive and caring... many talents people among staffs... the problem is in the leadership or many people at management and supervisor levels that are not selected wisely	11/19/2019 10:57 PM
302	Amazing faculty and Staff devotion to students Caring administration. I believe they really care about our students Student centered view Great support for students Overall a great school for students to attend before transfer and students know that and tell their friends. The community loves De Anza De Anza Faculty staff and administration know how to get things done. They work together. I give credit to our top administrators for this cohesion. Technology support is the best	11/19/2019 10:50 PM
303	Diversity and a solid education that is affordable.	11/19/2019 10:48 PM
304	Best Community college in the area Committed teachers	11/19/2019 10:45 PM
305	These days? Our (unearned) reputation.	11/19/2019 10:41 PM
306	The student body.	11/19/2019 10:38 PM