Needs & Confirmations for 12/3/2018

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| **Interim VP Administrative Services** | | | | |
| Karen Chow | Language Arts | English | Full-time Tenured | Interim VP Administrative Services | I am currently serving as Academic  Senate President. |
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| Cynthia Kaufman | Equity & Engagement | VIDA | Full-time Tenured | Interim VP Administrative Services | I have been deeply committed to equity for years at De Anza. I have served on many hiring committees and know how important it is to our success as a college and to our getting better at serving our underserved students that we hire people who are competent and committed to the colleges transformational mission. |