

San José State University (SJSU) seeks a strategic, action-oriented, collaborative, and innovative leader who is committed to providing students with a transformative educational experience to serve as its first Associate Vice President for Student Equity and Belonging (AVPSEB).

Founded in 1857, San José State University (SJSU) is the oldest public institution of higher education on the West Coast. Located in the heart of California's Silicon Valley, SJSU is the fifth largest of the 23 campuses of the California State University (CSU) system, which is the largest four-year university system in the United States. SJSU is one of the most diverse universities in the nation, with over 85% of its population self-reporting as students of color and 42% identifying as first-generation college students. It is also a Hispanic Serving Institution (HSI) and an Asian American Native American Pacific Islander-Serving Institution (AANAPISI). As one of the 200 top research universities in the nation, SJSU has robust NSF and NIH-funded research programs and one of the highest levels of research funding in the CSU system. The rigorous coursework it offers to over 36,000 undergraduate and graduate students and the opportunity to graduate with less than half the average student debt of their California counterparts are some of the reasons why Money Magazine ranked SJSU the #1 most transformative university.

San José State University is poised to evolve and innovate, strengthening its connection to the surrounding San José and Silicon Valley community and further fulfilling its social justice mission of access and equity. The campus strategic plan—Transformation 2030 (<https://www.sjsu.edu/strategicplan/>)—released in spring 2019 and updated under the leadership of President Teniente-Matson (<https://www.sjsu.edu/president/index.php>), provides the framework for unparalleled growth and prioritizes a sense of belonging and well-being and engaging students to thrive in campus life. The new Associate Vice President for Student Equity and Belong will be integral to the success of that effort.

Reporting to Dr. Mari Fuentes-Martin, Vice President for Student Affairs, the AVPSEB will play a significant role as a key thought partner and innovator as the Division of Student Affairs redefines the SJSU student experience. With a particular focus on providing strategic oversight, vision, and management of programs and services to support marginalized student populations and close equity gaps, the AVPSEB's work will directly align with and contribute to SJSU's success in meeting the goal of the California State University System's Graduation Initiative 2025 (<https://www.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025>). The AVPSEB will provide strategy and support for the new Student Equity and Belonging team, which, for the first time, brings together the following units: Education Outreach Program (EOP), TRIO (SSS/ASPIRE) Program, Guardian Scholars Program, Black Leadership Opportunity Center (The BLOC), Center for Asian Pacific Islander Student Empowerment (CAPISE), Chicax/Latinx Student Success Center (Centro), Gender Equity Center, MOSAIC Cross Cultural Center, Native American Indigenous Student Success Center (NAISSC), PRIDE Center, and UndocuSpartan Student Resource Center. It will be important for the AVPSEB to build structures for effective collaboration and decision making across SJSU and cultivate and implement a culture

of assessment and evaluation to advance student equity and belonging initiatives. The ideal candidate will have a minimum of eight years of progressive experience working in a complex organization including management and supervision of teams in student services, equity, diversity, or a related field, preferably in higher education. The AVPSEB will have experience leading initiatives and using data and research to inform strategic analysis and assessment that promote diversity, equity, and inclusion and improves student outcomes for historically underrepresented students. A strong understanding of higher education systems, student retention strategies, and issues related to access and equity are essential. The AVPSEB will have a proven track record of collaborating with academic and administrative departments, including Academic Affairs and DEI offices. Familiarity with TRIO, EOP, Guardian Scholars, and other federal or state-funded support programs; experience working with culturally diverse populations, including first-generation college students, students from low-income backgrounds, and underrepresented racial and ethnic groups; and experience with data-driven decision making and assessment of student outcomes will be assets for the role. A master's degree is required; a doctorate degree is preferred.

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in the profile at WittKieffer.com (<https://aptrkr.com/5826813>).

WittKieffer is assisting San José State University in this important search. For fullest consideration, candidate materials should be received by January 29, 2025.

The salary for the role is anticipated to be between \$175,000-\$195,000. The final hiring salary is commensurate with experience.

Nominations, inquiries, and application materials can be directed to:

Shelley Arakawa, J.D., Corin Edwards, M.Ed, Jen Meyers Pickard, Ph.D., and Bronwen Bares Pelaez, Ph.D.

SJSU-AVP-SEB@wittkieffer.com

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