



Dr. Cynthia Teniente-Matson, President

Dear Campus Community,

I am pleased to announce the launch of the nomination process for new committee members for the SJSU Campus Committee on Diversity, Equity, and Inclusion (CCDEI). This thirty-eight person presidential campus standing committee of students, staff, administrators, faculty, and alumni is addressing issues of diversity, equity, and inclusion at San José State University. The CCDEI has identified equity gaps and made recommendations to President and Cabinet members on addressing systemic historical inequities.

The CCDEI is staffed by the Office of Diversity, Equity and Inclusion, and has three co-chairs, the Chief Diversity Officer, one tenured faculty member, and a staff member. The CCDEI utilizes a systemic change lens to:

- Engage campus communities to gather input and information from a broad representation of its students, staff, and faculty across units and institutional divisions
- Identify priority areas and issues for increasing systemic change on equity for historically marginalized groups
- Identify priority areas and issues for improving campus climate for students, staff, and faculty
- Assess relevant and available data and reports (task force reports, WASC, enrollment data, climate survey data, available survey data from units such as Financial Aid and Scholarship Office, University Personnel, Bursar's Office and other units, as well as traditional institutional data) to support the identification of inequitable outcomes and practices as well as equitable outcomes and practices
- Identify effective programs, practices, and initiatives that could be replicated and increased at scale to effect increases in diversity, equity, and inclusion
- Innovate and recommend effective programs, practices, and initiatives
- Provide a framework and support to assist campus leaders in developing and implementing their own DEI plans
- Produce an annual report with findings and recommendations to the President's Office each year

Members will serve one or two-year terms and some committee members will be appointed to a three-year term so that there can be a staggering of appointment terms to support continuity and institutional memory in the work of the committee.

The committee may form subcommittees, which will have formal liaisons from the CCDEI. Subcommittee members may be nominated from outside of the CCDEI. The CCDEI will invite subcommittee members based on expertise, content knowledge, and ability to work collaboratively in teams on issues of diversity, equity, and inclusion.

The recommended nominees for appointment will be made with the aim to optimize the range of expertise necessary to address historically recognized equity issues and the range of organizational units, positions and disciplinary areas of the campus.

Below are the positions available on the committee. Please submit your [nomination online](#) by Friday, March 24, 2023, for full consideration. The appointment will begin Fall semester of 2023.

• STUDENT REPRESENTATIVES

1 STEM major - term ends June 2024

1 Non-STEM major - term ends June 2024

1 Associated Students Representative - term ends June 2024

1 Greek Organization Student Organization Representative - term ends June 2024

1 Student Athlete Representative - term ends June 2025

1 Graduate Student Representative - term ends June 2025

1 Solidarity Network Student Representative - term ends June 2025

- **STAFF REPRESENTATIVES**

1 Trades Staff Representative - term ends June 2024

1 Staff-at-Large Representative - term ends June 2024

1 Athletics Representative - term ends 2025

1 Solidarity Network Staff Representative - term ends June 2025

- **MPP REPRESENTATIVES**

1 MPP Representative - term ends June 2024

1 MPP Representative - term ends June 2025

- **FACULTY REPRESENTATIVES**

1 Faculty-at-Large Representative - term ends June 2024

1 Faculty-at-Large Representative - term ends June 2025

1 Lecturer Faculty Representative - term ends June 2024

1 Tenured Faculty Representative - term ends June 2025

- **ALUMNI REPRESENTATIVE**

1 Alum of 2-10 Years - term ends June 2025

- **MOSS LANDING REPRESENTATIVE**

1 Representative - term ends June 2025

I encourage nominations of colleagues as well as self-nominations to serve on this committee. Please contact the Office of Diversity, Equity and Inclusion with any questions about the committee or the nomination process.

Sincerely,

Dr. Cynthia Teniente-Matson

President
(She/Her/Ella)

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