



Dr. Cynthia Teniente-Matson, President

Dear SJSU Campus Community,

I am pleased to announce that we are launching the search for the university's first Vice President for People & Culture. This will be a national search, and I am seeking nominations for members to serve on this search committee.

In accordance with university policy, [S16-8](#), this email serves as notice of the intention to appoint a search committee. The committee shall be composed of faculty, students, administrators, and staff. Faculty shall comprise a majority of the committee. If appropriate, alumni and community representatives may serve on search committees.

I invite you to nominate yourself or others who are interested in serving in this important process. Nominations must include a written statement reflecting one's interest and qualifications for serving on the search committee as specified in the policy referenced above. Submit all [nominating petitions](#) by February 16, 2026. Any questions about this search process should be directed to Joanna Gaona, joanna.gaona@sjsu.edu.

About the position

The Vice President for People & Culture provides campus leadership in all aspects of comprehensive human resources and people-centered practices. As a member of the President's Cabinet, this leader works in close coordination with campus human resources teams and the Chancellor's Office of the California State University. This inaugural position will oversee ODEI, Title IX, and Up and provide vision and strategic leadership for a forward-thinking team dedicated to advancing innovative approaches to service delivery, technology, and people-centered practices. The Vice President for People & Culture balances strategic planning with effective implementation to enhance campus climate and improve the overall experience of faculty, staff, and students, and represents the division on key campus-wide and system-level initiatives. More broadly, this role plays a critical leadership function in fostering a culture of engagement, equity, and institutional excellence.

Sincerely,

A handwritten signature in black ink that reads "Cynthia Teniente Matson".

Dr. Cynthia Teniente-Matson

President

(She/Her/Ella)

SJSU SAN JOSÉ STATE
UNIVERSITY

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