



Associate Vice President for University Housing Services

Leadership Profile

August 2025



Executive Summary

San José State University (SJSU) seeks a visionary and collaborative leader to serve as the inaugural Associate Vice President for University Housing Services (AVPUHS) within the Division of Student Affairs.

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 22 campuses of the California State University (CSU) system and the largest four-year university system in the United States. It is one of the most diverse universities in the U.S., with over 85% of its population self-reporting as students of color and 42% identifying as first-generation college students. It is 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 with strong enrollments, a renewed commitment to excellence in teaching and research, an ongoing and strong connection to the surrounding San José and Silicon Valley community, and furthering its social justice mission of access and equity. This is an exciting time to join the SJSU community and the Division of Student Affairs as Dr. Mari Fuentes-Martin builds an innovative and forward-thinking leadership team with the elevation of this AVPUHS role and the recent hiring of two other Associate Vice Presidents. The AVPUHS will be a key thought partner as this dynamic team aligns division structures and goals with institutional priorities and redefines the SJSU student experience.

University Housing Services (UHS) at SJSU houses over 5,000 students across eight residential communities with varied living arrangements and plays a critical role in student engagement, student success, and campus life. With a \$72M+ operating budget and a dedicated team of 70+ professional staff and 350+ student staff, UHS is a complex and growing enterprise that is central to the student experience at SJSU. The AVPUHS is the chief housing officer and will provide strategic leadership for all aspects of university housing, including residential life and learning communities, administrative operations, business and financial services, occupancy and assignments, conference housing, health and wellness initiatives, student conduct, and housing communications. Key priorities include delivering a model residential program that supports retention and belonging, completing and executing a comprehensive housing master plan, and cultivating partnerships across campus to enhance the student experience. By leveraging data and amplifying student voices, the AVPUHS will gain a deep understanding of the lived experience of SJSU's diverse student population and design housing systems and services that reflect their needs.

The ideal candidate will be a skilled communicator who brings at least ten years of progressive leadership experience in university housing, student affairs, or a related field, with at least five years serving at the director level or above. The next UHS leader will have a proven track record in strategic planning, fiscal oversight, and staff development. A bachelor's degree is required; an advanced degree is preferred. The new AVPUHS will have demonstrated expertise in housing operations, student development, and experience working with diverse student populations, as well as competency in managing large-scale residential facilities and collaborating across diverse campus units. Familiarity with CSU systems and auxiliary models is desirable.

To submit a nomination or express personal interest in this position, please see "Procedure for Candidacy" at the end of the document.

Role of the Associate Vice President for University Housing Services

The Associate Vice President for University Housing Services (AVPUHS) serves as the chief housing officer and senior strategic leader responsible for the vision, direction, and administration of the comprehensive residential life and housing operations at San José State University. Reporting to the Vice President for Student Affairs, the AVPUHS provides executive oversight for residential life, housing operations, capital and facilities planning, residential safety, fiscal management, student success initiatives, and strategic alignment with university and CSU system priorities.

The AVPUHS provides leadership for a dynamic and growing \$72M+ housing enterprise that serves over 5,000 students across eight residential communities, including traditional residence halls, student apartments, suite-style housing, and dedicated faculty/staff residences. The AVPUHS oversees a comprehensive organizational structure comprising 15 managers, 70+ professional staff, and 350+ student staff. This executive role sets the long-term strategic vision for University Housing Services and ensures operational excellence across all major functional areas, including residential life and learning communities, administrative operations, business and financial services, occupancy and assignments, conference housing, health and wellness initiatives, student conduct, and housing communications.

The AVPUHS leads the development and implementation of inclusive and equity-minded policies, programs, and community standards that promote student engagement, academic success, wellbeing, and retention. The AVP also ensures that residential initiatives are closely aligned with divisional and institutional goals, particularly in areas of student success strategies, student engagement and community development, a safe living and learning environment, and campus-wide collaboration.

As the senior executive for housing, the AVPUHS leads all facilities and capital improvement planning, in partnership with Facilities Development and Operations, including renovation, construction, deferred maintenance, and emergency preparedness. The AVPUHS ensures compliance with CSU, state, and federal policies and serves as a primary liaison for campus partners in Risk Management, the University Police Department, Academic Affairs, Enrollment Management, and University Communications.

The AVPUHS provides direction for the department's assessment and data strategy, including the development of learning outcomes, program evaluation, benchmarking, and the integration of systems and technologies that support evidence-based decision-making. The AVPUHS also oversees the implementation and management of all housing information systems and databases to optimize service delivery and business operations.

In support of staff development and organizational leadership, the AVPUHS is responsible for the recruitment, training, supervision, and evaluation of the UHS leadership team and broader professional and student staff. The AVPUHS fosters a strong, inclusive workplace culture grounded in equity, accountability, collaboration, and innovation.

The following are direct reports to the AVPUHS:

- Senior Director, University Housing Services
- Director, Residential Life
- Director, Facilities Operations
- Accountant
- Administrative Analyst

An organizational chart for University Housing Services can be found in Appendix A.

Essential Responsibilities and Tasks

- **Student Engagement, Equity & Community Development:** Provide executive leadership in the design and implementation of a comprehensive residential experience that advances student learning, identity development, and social connection. Integrate equity-minded practices and student development theory into all aspects of residential programming, staff training, community standards, and student engagement. Champion a culture of inclusion, belonging, and cross-cultural understanding through policies, programs, and leadership development opportunities that reflect the diverse needs and experiences of the campus community. Guide the development of intentional living-learning communities and high-impact practices that support academic persistence, wellness, civic engagement, and career readiness. Cultivate strong, reciprocal relationships with student leaders, including the Residence Hall Association and Associated Students. Ensure student voices are actively engaged in shaping residential life policies, facilities, and initiatives. Provide strategic oversight of staff training, programming frameworks, and community development models that promote inclusive excellence and holistic student support within the residential environment.
- **Executive Administration, Policy & Budget Oversight:** Oversee a \$72M+ annual operating budget, ensuring fiscal integrity, long-term financial planning, and sound reserves for repairs & maintenance, capital renewal, and emergencies. Develop and implement strategic financial models that align with campus growth, housing affordability, and CSU mandates. Oversee development of policies and procedures in alignment with CSU, federal, and state compliance standards. Lead strategic contract management, risk mitigation, and vendor negotiations related to housing operations. Provide executive oversight of budget planning, audits, housing rates, occupancy management, and debt service for current and planned facilities.
- **Strategic Leadership & Campus Collaboration:** Serve as a senior leader and advisor on campus housing policy and planning to the Vice President for Student Affairs and University leadership. Lead the development of a strategic vision for UHS that supports student retention, engagement, and academic achievement through vibrant residential learning communities. Represent UHS at the CSU system level, providing leadership on housing-related policy, benchmarking, and compliance. Serve as a key member of the Student Affairs leadership team and university-wide planning bodies, including those focused on capital development, enrollment management, safety and security, and student success. Establish intentional partnerships with Academic Affairs, Facilities Development & Operations (FD&O), Enrollment Services, Risk Management, University Police, and other units.
- **Facilities, Capital Planning and Emergency Preparedness:** Provide executive leadership for housing capital projects, including planning for new construction, renovation, and deferred maintenance. Partner with FD&O on all facilities development and custodial functions in university housing. Ensure compliance with ADA, OSHA, fire and safety codes, and university environmental standards. Oversee housing-related emergency preparedness, continuity planning, and crisis response coordination with university leadership.



Opportunities and Expectations for Leadership

The Associate Vice President for University Housing Services will report directly to the Vice President of Student Affairs and be an integral member of the division's leadership team, addressing the following critical leadership issues, among others:

- **Deliver a model housing and residential life program that promotes student success, persistence, and retention**

Following a comprehensive review of University Housing Services by Scion Advisory Services, SJSU elevated the former executive director role to an associate vice president position. This elevated title reflects the complexities and breadth of this portfolio as well as the visionary leadership required of the role. The AVPUHS serves as the chief housing officer responsible for the vision, direction, and administration of a comprehensive residential life and housing operations at SJSU. In creating this position, the AVPUHS is charged with providing a dynamic vision and strategy to create and deliver programs and services for a model residential life program aligned with institutional and CSU priorities.

SJSU is one of the most diverse universities in the U.S., with over 85% of its population self-reporting as students of color and 42% identifying as first-generation college students. SJSU also readily embraces its designation as both a Hispanic Serving Institution (HSI) and an Asian American Native American Pacific Islander-Serving Institution (AANAPISI). The AVPUHS will consider how UHS can meet the unique needs of this diverse student population, specifically around affordability in a high-cost-of-living area. With the support of an \$83 million HESH (Higher Education Student Housing) grant, UHS will add 400 financial aid-based beds, for a total inventory of over 500 affordable student beds.

To achieve the optimal living and learning experience, student learning and success data, along with other prioritized metrics, will continually be gathered and evaluated, and then quickly address key, actionable findings. Working in collaboration with key partners, the AVPUHS will assess opportunities for additional new programs and initiatives that support retention and student success initiatives, positioning UHS as a driver of student success and belonging. The AVP will embed housing into the broader student success conversation by creating residential environments that foster community, retention, and wellbeing.

- **Lead the finalization and execution of a housing master plan**

With SJSU's growing enrollment, the already high demand for housing is anticipated to increase. UHS recently added 750 new beds to the housing inventory, an 18% increase in the last few years, with the addition of [Spartan Village on the Paseo](#) and [International House](#). Despite this rapid expansion, housing demand continues to grow, and therefore SJSU will prioritize a forecasted need for an additional 2,000 beds. By the time the new AVPUHS joins SJSU, the initial process of creating a comprehensive housing master plan will be underway. The AVPUHS will hit the ground running to lead the completion of the master plan and advocate for facility investments that match both forecasted demand and student needs and expectations. This is an opportunity to provide visionary leadership in shaping the future of on-campus living that responds to student needs and interests, ranging from amenities to affordability.

- **Cultivate partnerships to improve the student experience**

The AVPUHS will forge strong partnerships with key stakeholders both within and external to the Division of Student Affairs. Last year, SJSU appointed Dr. Mari Fuentes-Martin as the Vice President for Student Affairs, and then recently hired an Associate Vice President for Student Equity and Belonging and an Associate Vice President & Dean of Students. The AVPUHS will join this innovative and forward-thinking team during an exciting time. The AVPUHS will be an integral part of this leadership team and will help drive the division's trajectory. Given the timing of the creation of the housing master plan, there's a unique opportunity to collaborate with equity and belonging-focused units to move beyond compliance and be proactive in design and programming that embraces universal design principles.

External to the division, the AVPUHS will be a skilled collaborator, working with the various units that impact student housing, such as Information Technology, Dining Services, and the University Police Department. Together, the AVPUHS will collaborate with these key partners to strengthen operational systems and ensure a clear and shared understanding of safety protocols and response.

- **Inspire a strong leadership team to deliver effective services and impactful programs**

The AVPUHS will promote synergy across the units within the UHS portfolio and leverage the experiences of a talented staff. They will develop a culture of transparency and partnership that is embedded in a student-centered ethos. With long term sustainability in mind, the AVPUHS will invest in management training and lead succession planning to build a resilient team.

Professional Qualifications and Personal Qualities

The Associate Vice President for University Housing Services will have a minimum of ten years of progressively responsible leadership experience in university housing, student affairs, or a related field with at least five years serving at the director level or above. A bachelor's degree from an accredited four-year college or university is required; an advanced degree is preferred.

Required Qualifications:

- Strong knowledge of student development theory, housing operations, and best practices in residential education.
- Proven experience managing large residential operations, including housing facilities, occupancy, and administrative functions.
- Experience supervising professional staff, developing organizational structures, and leading performance and training initiatives.
- Demonstrated experience in strategic planning, fiscal management, and capital improvement within a large, complex organization.
- Experience working with diverse student populations and advancing equity, inclusion, and access in a university setting.
- Proficiency in policy development, risk management, and compliance with relevant local, state, and federal regulations (e.g., ADA, Clery, Title IX, OSHA).
- Demonstrated ability to lead collaborative, cross-divisional initiatives and maintain effective partnerships across university departments.
- Excellent written and oral communication skills, strategic thinking, and decision-making ability.

Preferred Qualifications:

- Executive-level experience within a large public system, preferably within the California State University (CSU) or similar setting.
- Experience leading or supporting the development of a university housing master plan or managing large-scale residential construction or renovation projects.

- Familiarity with CSU auxiliary organization models, state funding structures, and auxiliary finance and HR systems.
- Experience with conference services or auxiliary enterprises in a university setting.
- Demonstrated leadership in implementing campus safety, emergency response, or behavioral threat assessment protocols.
- Experience with housing management software (e.g., StarRez), data dashboards, and enterprise systems (e.g., PeopleSoft).
- Knowledge of student conduct processes, health and wellness programming, and residential crisis intervention frameworks.

The Division of Student Affairs



As one of the 200 top research universities in the nation, San José State University offers rigorous coursework and research opportunities to over 36,000 undergraduate and graduate students. SJSU holds HSI (Hispanic Serving Institution) and AANAPISI (Asian American, Native American and Pacific Islander Serving Institution) designations.

The [Division of Student Affairs](#) provides comprehensive programs and services designed to support the academic, career, and life aspirations of students and create a climate for learning and engagement that enhances the student experience. The rich diversity of backgrounds within the student body at SJSU informs the work of the division.

An experienced and committed staff of approximately 380 professionals work in partnership with faculty and students to maximize the opportunities for student success on a campus with a distinguished history of activism and a current commitment to a richly multicultural community. The division aspires to organize its resources and services in support of the needs of its students. With 5,000 students currently in residence on campus and thousands more students living in apartments around the university, the student life program at SJSU is both complex and comprehensive.

Mission

In keeping with the academic mission of the institution, the Division of Student Affairs exists to provide student-focused programs and services that support student success and enhance the student experience at San José State University. The Division aims to create critical student learning opportunities beyond the classrooms that support the intellectual, personal, and civic growth of our students.

Values

The employees and professions in the Division of Student Affairs are committed to six core values – Learning, Student Success, Excellence, Integrity, Diversity, and Community – which are reflected in the many programs and services offered to students and the campus community.

Visit the Division of Student Affairs Organizational Chart [here](#).

University Housing Services

Mission

University Housing Services strives to create a residential community that supports and enhances academic success, fosters the learning and development of students, and promotes student involvement and civic engagement. As a department, UHS practices promote efficiency, operational effectiveness, and fiscal responsibility.

Values

- **Accountability**

UHS is fiscally responsible and promotes efficiency in work practices. Through benchmarking, assessment and evaluation, programs and services utilize results in strategic planning efforts to increase efficiency and make improvements.

- **Communication**

UHS is open in communication and practices transparency in the working relationships with students and staff.

- **Community**

UHS seeks to facilitate the development of a residential community that is caring, inclusive, safe and secure and promotes sustainability.

- **Education**

UHS supports the academic mission of the university and seeks to create living and learning environments that promote student development.

- **Integrity**

UHS practices ethical decision making and honesty in its working relationships.

- **Value**

UHS strives to provide a quality on campus living experience at an affordable cost.

- **Visionary**

UHS follows best practices striving to incorporate new developments and trends in campus student housing and student learning.

General Information

UHS offers a variety of housing options across eight residential communities, including traditional residence halls, student apartments, suite-style housing, and dedicated faculty/staff residences. Learn more about SJSU's residential communities [here](#).

SJSU has suspended the first-year student live-on requirement.

Housing by the Numbers

- Number of buildings operated by UHS: 8
- Existing campus housing inventory, including, but not limited to, the number of available beds on campus: 5,005
- Number of students on campus housing waiting list: 600
- Number of students who request campus-owned, campus-operated, or campus-affiliated student housing: 8,000
- Number of incoming freshmen, transfer students, and international students requiring campus-owned, campus-operated, or campus-affiliated student housing: 2,967

Living Learning Communities at SJSU

As part of a vibrant and growing housing program, the [living learning communities](#) at SJSU provide students with opportunities to integrate their academic, personal, and social development. By connecting classroom learning with the residential experience, we strive to create intentional, student-centered environments that promote success both inside and outside of the classroom.

The living learning communities seek to:

- Build inclusive, academically engaging communities where students feel supported and connected to their peers, faculty, and staff.
- Foster intellectual curiosity, critical thinking, and collaborative learning that extend beyond the classroom.
- Encourage students to explore their academic interests and career goals while deepening their personal identity and appreciation of diversity.
- Provide mentorship, leadership opportunities, and access to resources that support student success, retention, and graduation.
- Promote a culture of belonging and responsibility that empowers students to thrive as engaged members of the SJSU community and as global citizens.

Higher Education Student Housing Grant Program (HESHGP)

The Higher Education Student Housing Grant Program (HESHGP), established by Senate Bill 169 in 2021, reflects the State of California's commitment to addressing one of the greatest barriers to college access and completion: the high cost of housing. For many students, housing represents the largest share of the total cost of attendance, often exceeding tuition and fees. HESHGP was created to expand the supply of affordable, safe, and accessible student housing across the state.

San José State University (SJSU) has strategically leveraged this program to advance its mission of ensuring affordable housing that promotes student success, retention, and graduation. A visible outcome of this investment is the Spartan Village on the Paseo (SVP), a newly opened residential community in downtown San José, adjacent to Plaza de César Chávez. SVP provides single- and double-occupancy dormitory-style residences, each with an en-suite bathroom to enhance privacy and comfort. Its central location places students at the heart of the city, reinforcing SJSU's role as a leading urban-serving university.

In addition to SVP, HESHGP funding will enable the funding of 517 affordable housing units across SJSU's residential community. These units are specifically designated to provide lower-cost housing options for students who might otherwise face barriers to enrollment or persistence due to financial hardship.

Through strategic use of HESHGP funding, SJSU is ensuring that its housing initiatives are both financially sustainable and aligned with the university's long-term enrollment growth and student success priorities.

About San José State University



Overview

San José State University is a major, comprehensive public university located in the hub of downtown San José and in the heart of California's Silicon Valley. Its distinctive character has been forged by its long history, its location and its vision – a blend of the old and the new, of the traditional and the innovative. Among its most prized traditions is an uncompromising commitment to offering access to higher education at both the graduate and the undergraduate levels to its diverse communities, yielding a stimulating mix of age groups, cultures and economic backgrounds for teaching, learning and research. SJSU takes pride in and is firmly committed to teaching and learning with a faculty that is active in scholarship, research, technological innovation, community service, and the arts.

Founded in 1857, San José State University is the oldest public institution of higher education in the West. From its beginnings as a normal school that prepared teachers for the developing frontier, SJSU has progressed into a major metropolitan university that offers 241 areas of study. Quality teaching is a priority at SJSU, where tenured professors teach introductory as well as advanced courses.

One of the 200 top research universities in the nation, SJSU offers rigorous coursework and research opportunities nearly 36,000 undergraduate and graduate students.

San José State University's location in Silicon Valley provides an exceptionally rewarding learning environment for students and a stimulating environment for faculty. Silicon Valley's firms and agencies seek SJSU students for internships, summer work programs and for assistance with research and development projects. Silicon Valley companies employ more graduates from SJSU than from any other university in the nation.

Mission

Honoring our roots as the first public university in the West, SJSU is an empowering institution enrolling historically underserved students, driving inclusion, and embracing talent from diverse cultures from our region and across the globe. SJSU's spirit of innovation and creativity drives academic excellence, teaching, research, and service in a learning environment where all students belong. Together, we nurture leaders to thrive and transform our community, Silicon Valley, and the world.

Academics

Teaching, Research, Collaboration

With a breadth of academic programs, research and applied learning, SJSU is perfectly positioned to examine essential questions facing the community and world. Growing SJSU's research and innovation environment allows the university to adapt to and set the pace of change.

Colleges and Departments

Each college houses schools, [departments and programs](#) specific to its area, creating a rich variety of offerings for students and the community.

- [Lucas College and Graduate School of Business](#)
- [Connie L. Lurie College of Education](#)
- [Charles W. Davison College of Engineering](#)
- [College of Graduate Studies](#)
- [College of Health and Human Sciences](#)
- [College of Humanities and the Arts](#)
- [College of Information, Data & Society](#)
- [College of Professional and Global Education \(CPGE\)](#)
- [College of Science](#)
- [College of Social Sciences](#)

Spartan Athletics

Intercollegiate Athletics is an integral part of the university and exists to promote equitable opportunities for men and women to compete at the NCAA Division I Level. The athletics program strives to create a diverse and inclusive environment emphasizing academics, compliance, student-athlete welfare, fair play, sportsmanship and Spartan pride. SJSU offers a diverse variety of both men's and women's athletics. Please visit [Spartan athletics](#) for more information.

Leadership

Dr. Cynthia Teniente-Matson, President



Dr. Cynthia Teniente-Matson serves as the 31st president of San José State University. An internationally recognized Latina leader, President Teniente-Matson is a champion of student success initiatives; diversity, equity and inclusion; civic engagement; and experiential learning.

Throughout her career that spans more than 30 years in higher education, President Teniente-Matson has always put students first, engaging in strategic partnerships and serving on numerous national educational-governing and civic boards geared toward enhancing the student experience. This is a return to the California State University system for President Teniente-Matson, who served as Vice President for Administration and Chief Financial Officer at California State University, Fresno from 2004 to 2015.

Prior to her appointment at SJSU in January 2023, President Teniente-Matson led Texas A&M University-San Antonio from 2015 to 2022. As the second president in the university's history, President Teniente-Matson spearheaded the growth of the campus into a comprehensive master's university while earning the U.S. Department of Education Hispanic Serving Institution (HSI) designation and the Seal of Excelencia, awarded to 24 universities nationwide. She established several key initiatives for the university, including the Mays Center for Experiential Learning and Community Engagement, Cisneros Institute for Emerging Leaders, Institute of Water Resource Science and Technology, Cyber Engineering Technology & Cyber Security Research Center, the NSA Center of Academic Excellence in Cyber Defense Education and the sole Texas Facebook CyberSecurity University Program.

President Teniente-Matson is a renowned public speaker and has delivered keynotes at national conferences regarding contemporary issues in higher education, risk management, women's leadership and Latina/Latino leadership. In 2022, the White House Office of Presidential Personnel appointed her as Commissioner to the Japan U.S. Friendship Commission and a panelist to CULCON, a State Department Japan-U.S. Binational Governance Commission. Currently, she serves as past chair of the Board of Directors for the American Association of State Colleges and Universities (AASCU), a university presidents and chancellors membership association; is a board member of the American Council on Education and the Girl Scouts USA National Board; and is a member of the HSI-Educational Testing Service (ETS) Steering Committee and LiftFund.

President Teniente-Matson earned her Bachelor of Arts in Management from the University of Alaska Fairbanks, her Master of Business Administration from the University of Alaska Anchorage and a doctorate in Educational Leadership from California State University, Fresno. She and her husband Mike have two sons: Phillip and Wyatt. She enjoys writing, traveling, and outdoor activities such as biking and boating.

Dr. Mari Fuentes-Martin, Vice President for Student Affairs



Dr. Mari Fuentes-Martin is a nationally recognized higher education leader with over three decades of experience advancing student success, equity, and belonging across public universities. She currently serves as Vice President for Student Affairs at San José State University (SJSU), where she leads a division of more than 300 professional staff, 500 student employees, and a broad portfolio of programs that promote student well-being, engagement, and achievement.

Since arriving at SJSU in 2024, Dr. Fuentes-Martin has led transformative organizational changes designed to enhance student support and campus life. She established new leadership roles including the Associate Vice President and Dean of Students, Associate Vice President for Equity and Belonging, and Associate Vice President for University Housing Services to strategically align services with student needs. Under her guidance, SJSU opened Spartan Village on the Paseo and the renovated International House, expanding living-learning communities and housing options for students. She also repositioned key services to more central and accessible locations, ensuring visibility and ease of access for all students. Her leadership has extended into auxiliary services, where she has championed stronger operational effectiveness and advocated for additional financial resources to enhance the student experience.

Dr. Fuentes-Martin brings to SJSU a distinguished career of shaping student affairs at Hispanic-Serving Institutions and large public research universities. As Vice President for Student Success & Engagement at Texas A&M University–San Antonio, she secured the Seal of Excelencia in recognition of the institution's efforts to accelerate Latino student success and launched innovative scholarship and leadership programs, including the Lopez Scholars and Texas Leadership Scholars. At Louisiana State University, she strengthened case management and student support systems while leading Title IX, conduct, and governance reforms. Earlier in her career, she was the founding Associate Vice President and Dean of Students at the University of Texas Rio Grande Valley, where she built an entirely new division of student life during the institution's formation.

As a leader deeply committed to student development, Dr. Fuentes-Martin is known for building inclusive environments that help students thrive academically, socially, and personally. She has chaired major national initiatives on equity and student success, presented widely on issues of leadership and belonging, and has been recognized as a Kellogg MSI Fellow and a participant in the prestigious American Association of State Colleges and Universities Millennium Leadership Initiative.

On a personal note, Dr. Fuentes-Martin is the oldest of four siblings and grew up in the Rio Grande Valley of South Texas in a large, close-knit family. She is married to Randy Martin, a retired police officer, and together they have three sons—Jacob and Zachary (twins), and Michael. She is also a proud grandmother to Parker.

San José, California



San José State University is situated in the heart of the world's innovation and technology capital. Founded in 1777 as Pueblo de San José, San José was built with an innovative spirit. It is the economic, cultural, and political center of Silicon Valley and the largest city in Northern California. With a population of over one million, it is the third most populous city in California (after Los Angeles and San Diego) and the twelfth most populous in the United States.

San José is cradled by the beautiful Santa Cruz Mountains and the southern shore of San Francisco Bay. San José is located in Santa Clara County, the most affluent county in California and one of the most affluent counties in the United States. You can feel the city's rich past by taking a walking tour through its charming downtown or meandering through its rich History Park. There is much more to San José than technology and history; it is also a unique cultural hub with the largest Vietnamese population outside of Vietnam and one of the three remaining Japantowns in the United States.

For additional information about this vibrant and progressive city, see www.sanjoseca.gov and www.SanJose.org.

Procedure for Candidacy

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 this profile.

WittKieffer is assisting San José State University in this search. For full consideration, candidate materials should be received by October 13, 2025.

The salary for the role is anticipated to be between \$205,000-\$225,000. The final hiring salary is commensurate with experience.

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

Jen Meyers Pickard, Ph.D., Corin Edwards, and Bronwen Bares Pelaez, Ph.D.

SJSU-AVPUHS@wittkieffer.com

San José State University (SJSU) is an Equal Opportunity/Affirmative Action employer committed to nondiscrimination on the basis of age, ancestry, citizenship status, color, creed, disability, ethnicity, gender, genetic information, marital status, medical condition, national origin, race, religion or lack thereof, sex, sexual orientation, transgender, or protected veteran status consistent with applicable federal and state laws. This policy applies to all SJSU students, faculty and staff programs and activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex in all education programs and activities operated by the university (both on and off campus).

Appendix - UHS Organizational Chart

