

**Vol. 34**

# IN THE LOOP

**April  
2022**



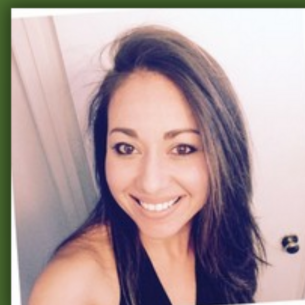
California State  
University

**STAFF  
COUNCIL**  
CHANNEL  
ISLANDS

## Staff Spotlight *The AP Team*

**Myrna StaAna, Kara Waycasy,  
and Patricia Sainz**

These ladies have been non-stop with the waves of Covid changes. As campus has grown from 2000 to 10000 over the years, Myrna has been our supervisor to help guide all customers through all the changes and processes. Kara, is quick and knows what campus staff understands and has helped the team see what issues can be solved with a greater understanding of the staff perspective. Patricia, our newest Dolphin, is an amazing communicator and streamlines efficiency, she knows this is key to making the big picture work.





## **CALL FOR 2022-2025 CI STAFF COUNCIL NOMINATIONS!**

**Are you interested in becoming a member of the CI Staff Council? Or, do you know someone you think would be interested in serving on the CI Staff Council?**

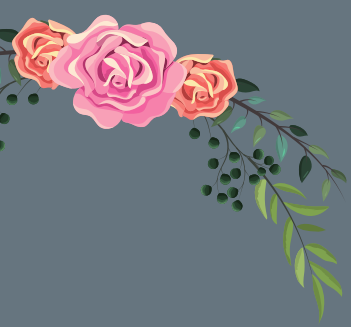
Now is your chance to nominate a staff member\* (Non-MPP/Non-Faculty/Non-Student) to serve for a three-year term (July 2022 through June 2025).

- Each of our five Divisions have 2-3 seats to be filled.
- All accepted nominations will result in an election May 9-13, 2022 (if the number of nominees exceeds the Division's allotment of seats).
- You do not need to be a staff member to nominate one, but you must be an active employee with myCI access to do so.
- Self-nominations by active staff members are welcome.

Click here to begin the [2022-2025 Staff Council Member Nomination](#) process.

This opportunity will not last forever. The deadline for submitting and accepting/declining nominations is **April 30, 2022.**



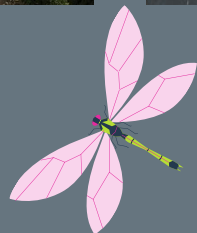
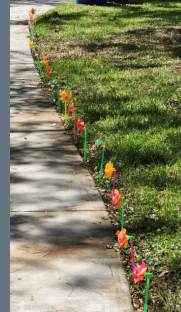
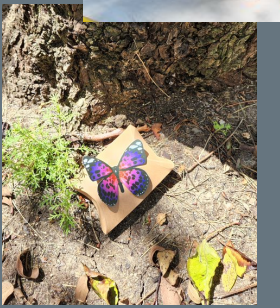


# CSUCI FAMILY

Thank you for joining the  
STAFF COUNCIL  
at the

## 1st Annual

# Spring Hunt





## CENTER FOR COMMUNITY ENGAGEMENT

# CALL FOR NOMINATIONS

## COMMUNITY ENGAGEMENT AWARDS



Channel Islands  
CALIFORNIA STATE UNIVERSITY

Each year, the CCE offers awards honoring a student, a community partner, staff/administrator, and a faculty member for their exemplary community engagement. Nominations are now being accepted for the following awards:

- Student Reflective Essay Award
- Dr. Richard R. Rush Community Partner Award
- Janet Korsmo Engagement Award
- Community-Based Research Award
- Engaged Faculty Award

You can learn more about each of these awards and submit a nomination by visiting the [Center for Community Engagement](#) website. There, you can also view last year's award recipients!

**Nominations will be accepted until  
Friday, April 22.**



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS

# Admitted Dolphin Days

FRESHMEN & TRANSFERS

APRIL 18-22 virtual \* APRIL 23 in person







# MAKAYLA MATHEU

Procurement/Accounts Payable  
Coordinator



Makayla Matheu is the new Procurement/Accounts Payable Coordinator at Procurement & Contract Services. She supports the team by processing vendor applications such as campus key speakers for student events which help them gain knowledge in their future endeavors.

Makayla graduated from CSUCI in 2019. She chose to work at her alma mater because of the calm campus energy. She believes it is important to work at a place she loved to learn and now gain professional knowledge and learn different experiences from others.

In her spare time, Makayla enjoys going to the gym, being active, self-care, and healthy eating.



WELCOME BACK!

*Financial Services  
Team Meeting*

MARCH 30TH

WELCOME BACK TO  
CAMPUS FINANCIAL  
SERVICES!



# STAFF *Recognition Awards*



**NOMINATE SOMEONE TODAY!**  
(SCAN CODE OR VISIT [HTTP://GO.CSUCI.EDU/STAFFAWARDS](http://GO.CSUCI.EDU/STAFFAWARDS))

**NOMINATION PERIOD: APRIL 11-29**  
PRESENTATION: MAY 11 @ DBFA DIVISION MEETING

**FOR MORE INFORMATION**  
EMAIL: [DBFA.RECOGNITION@CSUCI.EDU](mailto:DBFA.RECOGNITION@CSUCI.EDU)  
CALL: 805-437-3169







# World Autism Month

Autism Acceptance Month begins in April and its message is creating a world in which supporting the Autism community means creating connections for everyone. At the rate of 1 in 54 births with an autism diagnosis, it is increasingly important to support children, adults, and families in our community. This Sunday, April 24, CSU Channel islands will host the Aut2Run race on campus. **We can learn together, we can advocate together,** and **we can celebrate differences.** To learn more, visit these links:



**LifeMatters®**



Password:  
CSUCI



## April HAPPENINGS

From health awareness and April Fool's to Easter, April is a month worth celebrating (except Tax Day). With the month comes a wide array of holidays and observances to make every day a reason to celebrate. The four biggest ones for 2022 might be the religious holidays of Ram Navami, Ramadan, Easter, and Passover, but there are plenty of other dates worth knowing in April. The month begins with a whole day of pranks thanks to April Fools' Day, and toward the end, Earth Day will hit on April 22. But that's not all. April also honors multiple identities and experiences through month-long observances including Autism Awareness Month, Stress Awareness Month, Fair Housing Month, and Sexual Assault Awareness Month.

As a nod to its Latin root of Aprilis, which is derived from the Latin aperire, which means "to open," perhaps imagine this time as reflection for growth opportunity and a new start.



Source: [WomansDay; History.com](https://www.womansday.com/history)

# CSUCI EARTH MONTH

## PRESENTS: ECOCHALLENGE!

### WHAT IS IT?

A **30-DAY CHALLENGE** WHERE WE COMMIT TO TRYING AND DOING NEW THINGS TO EDUCATE, ENTERTAIN, AND ENGAGE WAYS TO DRIVE **SUSTAINABLE HABITS** IN YOUR LIFE!



### HOW TO JOIN ECOCHALLENGE



STEP 1: GO TO THE LINK IN OUR BIO AND JOIN OUR TEAM!

STEP 2: SELECT ACTIONS FROM FIVE DIFFERENT CATEGORIES

STEP 3: LOG YOUR DAILY/WEEKLY ACTIONS



COMPLETE ACTIONS FOR YOUR CHANCE TO WIN PRIZES LIKE CI SWAG AND NATIVE PLANTS



In May...

## Memorial Day

MEMORIAL DAY, ORIGINALLY CALLED DECORATION DAY, BEGAN DURING THE AMERICAN CIVIL WAR WHEN CITIZENS PLACED FLOWERS ON THE GRAVES OF THOSE WHO HAD BEEN KILLED IN BATTLE. AFTER WORLD WAR I, IT CAME TO BE OBSERVED IN HONOUR OF THOSE WHO HAD DIED IN ALL U.S. WARS, AND ITS NAME CHANGED TO MEMORIAL DAY.

MONDAY MAY 30, 2022 - CAMPUS HOLIDAY

## Asian American & Pacific Islander Heritage Month

ASIAN PACIFIC HERITAGE MONTH IS A US HOLIDAY CELEBRATED DURING THE MONTH OF MAY. THE OCCASION HONORS ASIAN CULTURE AND THE ACHIEVEMENTS OF THE ASIAN COMMUNITY WITHIN THE UNITED STATES AND ACROSS THE WORLD.

ASIAN/ASIAN AMERICAN PACIFIC ISLANDER ASSOCIATION

SAVE  
THE  
DATE

MAY 3, 2022 AT BROOME LIBRARY PLAZA  
ASIAN AMERICAN PACIFIC ISLANDER  
CULTURAL CELEBRATION



# OMBUDS CORNER

**“You took advantage of every second that I did not love myself.”**

**Laura Gentile, poet**

## How NOT to Undermine Coworkers Inadvertently

- *Ask about outcomes before intent*  
*We judge ourselves by intent— so it’s what we guard most*
- *Identify & address perception gaps— not personal*  
*What “actually” happened— perceived as gaslighting*
- *With shared leaders, focus on joint approaches*  
*Leader conversations can be a big flashpoint*

## Only question intent regarding outcomes

If you’ve ever felt undermined by a coworker or supervisor, you know how that feeling really takes the wind out of your sails. And when undermining takes its most toxic form — gaslighting — it leads to quitting jobs and negative mental health consequences.

Despite such dramatic consequences, addressing undermining can be difficult because intent is so hard to assess. Even more problematic, we tend to be sensitive about intent because we judge ourselves by our intent, even over an observable negative impact. So, to avoid an “intent quagmire” when it comes to undermining at work, focus on the impact or outcome of specific behaviors and seek ways to clarify whether those behaviors are generating desired outcomes.

## When perceptions seem to differ, ask about the perceived gap

Undermining often arises when two people perceive a situation very differently. One way to orient people toward working together when one or more people feel they have been undermined is to recognize and discuss where perceptions differ. In the absence of an explicit acknowledgment of differing perceptions, the human brain tends to assume that each person sees things the same way and jumps into a narrative of “why.” Acknowledging a perception gap exists is not the same as agreeing that another person’s point of view is “correct.” It merely creates space for joint problem-solving.

## When feelings of undermining between coworkers involve differing expectations with a shared organizational leader, focus on seeking joint resolution

In my work as an ombuds, I often see conflict arise from perceived (and actual) differing treatments for similarly-situated employees. It is tough to address inequitable treatment from managers with a coworker who is the apparent beneficiary of such treatment. Yet addressing it without participation from the other person can create tremendous feelings of being undermined. When possible, present at least an opportunity to raise the issue jointly, even if you don’t necessarily agree about the best resolution.





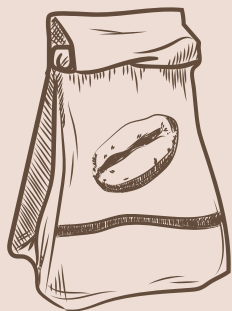
# Help CG Staff Council Raise Some Dough!

PRE-ORDER BY 5/06

\$12 FOR A DOZEN!

TO ORDER CONTACT: COLLEEN.HAWS@CSUCI.EDU

**Pick Up: 5/11 from  
9-11AM, Central Mall**

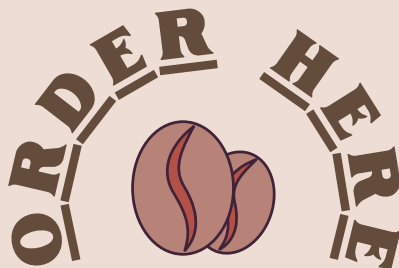


**"COFFEE & FRIENDS MAKE  
THE PERFECT BLEND"**



**T H E   G I V I N G   B E A N**

**25% GOES TO  
STAFF COUNCIL**



**25% GOES TO  
STAFF COUNCIL**

**ORDER NOW!**

# Spot the Differences!

There are **5** differences between these two images. Please email your answers to [ci.staffcouncil@csuci.edu](mailto:ci.staffcouncil@csuci.edu). The first **two** winners will receive a prize!





# CSUCI Virtual Cookbook

PRESENTED BY STAFF COUNCIL



[SUBMIT RECIPES LINK](#)

[VIEW THE COOKBOOK](#)

*Submit a recipe for a chance to be featured*

## ★ Staff Spotlight - Receive a Gift from Staff Council!

Do you know a fellow colleague who deserves to be recognized in our next In the Loop Newsletter Staff Spotlight section? Please [click here](#) to nominate!

## Curious about Staff Council? Join our Monthly Meeting!

We send you emails, put on staff community events, and ask you to attend or participate in our fundraisers - but what does Staff Council really do? Learn more by attending one of our monthly meetings. Meetings are open to anyone who wishes to attend. We meet the third Tuesday of every month.

Mark your calendar, our next meeting is **Tuesday, May 17 from 9:30 a.m.-11:00 a.m.**, via Zoom. Please visit our [Minutes and Agendas page](#) on our Staff Council webpage to access each month's Zoom link. Feel free to stay the full session or as long as your schedule permits.

If you would like to [submit content to our newsletter](#) please use the Qualtrics link provide.

## Connect with YOUR Staff Council!



[@CI StaffCouncil](#)



[ci.staffcouncil@csuci.edu](mailto:ci.staffcouncil@csuci.edu)

<https://www.csuci.edu/staff/council/>

Questions?

Comments?

