



**Vol. 36**

# IN THE LOOP

**June  
2022**



**STAFF  
COUNCIL**  
CHANNEL  
ISLANDS

## WHAT'S IN THIS ISSUE

**WELCOME NEW STAFF**

**STAFF AWARD FOR EXCELLENCE**

**PRIDE DAY**

**OMBUDS' CORNER**

**SUMMER LEARNING**

**CORPORATE GAMES**

**ADVICE FROM THE POD**



 Channel Islands  
CALIFORNIA STATE UNIVERSITY

*Nominations open for the*  
**STAFF AWARD**  
*for EXCELLENCE*

The purpose of the Staff Award for Excellence is to recognize a staff member who provides outstanding service above and beyond the normal scope of their work duties, has exhibited a commitment to connect their work with the University's mission and strategic initiatives, and serves as a role model for other staff.

Please cast your nomination by June 30th, 2022

**NOMINATE TODAY**

**A new Staff Council cohort starts July 2022! Introductions will come in the next newsletter.**

**June**

by John Updike

The sun is rich  
And gladly pays  
In golden hours,  
Silver days,  
And long green weeks  
That never end.  
School's out.  
The time Is ours to spend.  
There's Little League,  
Hopscotch, the creek,  
And, after supper,  
Hide-and-seek.  
The live-long light  
Is like a dream,  
and freckles come  
Like flies to cream.

# Welcome

## KARLA GIRON

### Cash Services Manager

Karla Giron was a banker for seven years, before changing career paths which led her to University Cash Services at California State University, Northridge (CSUN) working for close to nineteen years. While at CSUN, she started as an Accounting Technician eventually becoming the Cash Operations Supervisor. She was fortunate enough to have the opportunity to go to school while working. In Spring of 2021, she completed her B.S. in Management. Finishing her degree was a great accomplishment, leading her to leave a comfort zone and venture off to a new journey at CSUCI.



## SHERYL AGUILAR-ASTORGA

### Special Project Analyst

Sheryl recently completed her B.A. in Business and is anticipating a Spanish Translation certification this upcoming fall. She is the Special Project Analyst for Procurement & Contract Services (P&CS). She will support the Procurement Team with furthering the implementation of the CSUBuy Jaggaer Contracts system by uploading campus-wide contracts. Sheryl was previously a student assistant within P&CS and utilized the opportunity to broaden her skills and experience. When not working, she is a music enthusiast, playing guitar and bass. She also enjoys going to the gym and long walks.



# Staff Award for Excellence

Sponsored by the Office of the President and Presented by CI Staff Council

## PURPOSE

The purpose of the Staff Award for Excellence is to recognize a staff member who provides outstanding service above and beyond the normal scope of their work duties, has exhibited a commitment to connect their work with the University's mission and strategic initiatives, and serves as a role model for other staff.

## CRITERIA

Staff nominees should demonstrate: outstanding contributions through their job performance, a commitment to the spirit of diversity, equity, inclusion, and accessibility, support for the University's mission, and contributions to an area or program's efficiency and productivity, thereby resulting in facilitating student success, providing students with a high quality education, and helping the University to realize its future.

## ELIGIBILITY

Recipients must be benefits-eligible regular, full-time staff who have been employed at least one year by the University. Faculty, MPP's and student assistants are not eligible to receive this award.

## NOMINATIONS AND DEADLINE

Nominations may be submitted electronically by faculty, staff and administrators at [go.csuci.edu/presidentstaffaward](https://go.csuci.edu/presidentstaffaward) between June 1st and June 30th, 2022.

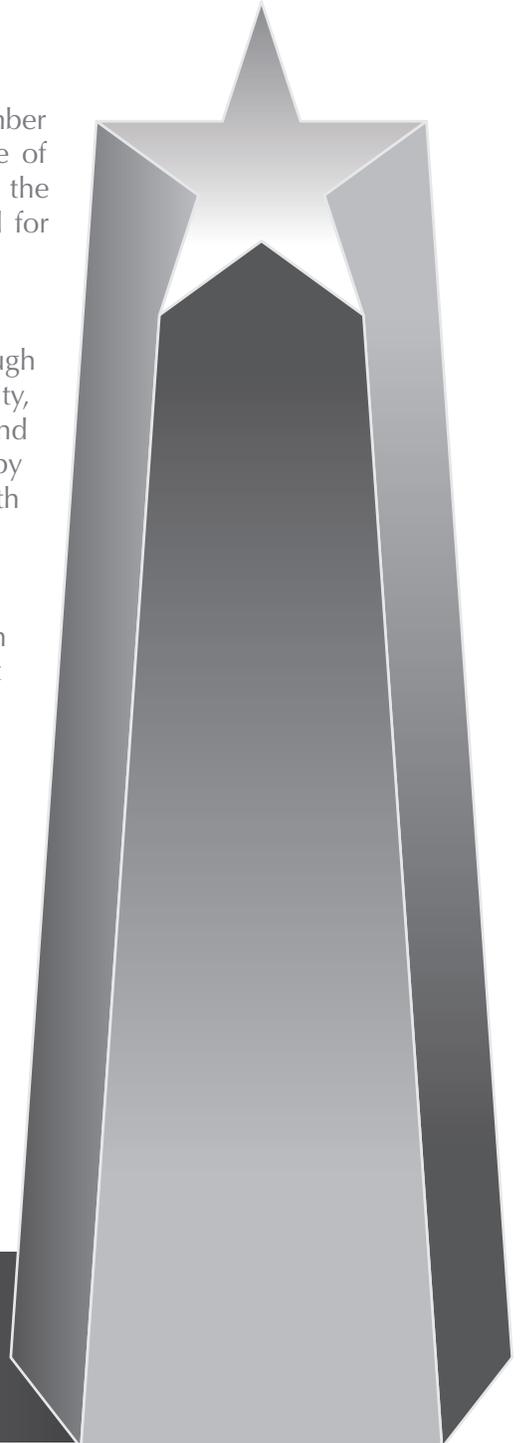
## PRESENTATION

The President's Staff Award for Excellence will be presented at the Fall Convocation on August 19th. The awardee will receive:

- Award of \$750 (minus payroll taxes)
- Lunch and photo with the President
- Acknowledgment on the Staff Council website
- Plaque and Certificate of Award

## QUESTIONS?

For additional information, contact:  
CI Staff Council at [CI.staffcouncil@csuci.edu](mailto:CI.staffcouncil@csuci.edu)



Happy  
**PRIDE DAY**  
28th June



# OMBUDS CORNER

**“A sense of empathy, combined with an identity as someone who helps and takes risks, may predispose one for heroism.”**

Amanda Ripley, author of “High Conflict: Why We Get Trapped and How We Get Out.”

## Embracing conflict, avoiding contention

- *Distinguish healthy conflict from “high conflict”*  
*Complexity, emotional variability, empathy, solutions-desire*
- *Suggest/offer “status quo challenging” activities*  
*Don’t demand solutions with every challenge*
- *Build and reinforce “healthy conflict norms”*  
*Discuss and critique behaviors that encourage healthy conflict*

**Conflict itself is not bad. Distinguishing change-generating “healthy conflict” from destructive “high conflict” is the key to knowing how to respond.**

Our typical emotional responses to the onset of conflict – fear, righteousness, aggression, and anger – tend to be the same whether the conflict is healthy or inherently destructive. When parties to a conflict lose the ability to see nuance, or emotions become automatic, or a desire to “win” begins to predominate, or solutions seem less important than victory, healthy conflict has morphed into high conflict. De-escalation and safe re-engagement must now be the priority beyond the matters that lead to conflict in the first place. Seeking help may be necessary.

**To create an organizational culture where conflict can stay “healthy,” establish habits of safe ways to challenge the status quo openly and safely.** An organizational culture that makes space for healthy conflict tolerates and even encourages good questions in tough situations, such as:

- What is being oversimplified here?
- What’s nobody asking?
- What do I need to understand about other people on this issue?
- What would it feel like if you woke up and the problem had been solved?
- Tell me more. (This is the best fallback when other ideas for de-escalation escape you.)

The goal is to allow complexity, empathy, and a solutions orientation to re-enter. In some instances, it’s wise to explicitly eliminate the expectation of solutions (at least initially) to make space for curiosity about causes and processing of options.

**Every organization has a “conflict culture”; the key is to build “conflict norms” mindfully in times of peace.**

Make a habit of inviting people in your organization to practice simple but neutral dispute resolution techniques like “rock, paper, scissors.” In planning meetings that have the potential to become contentious, consider introducing “safe challenge” words or gestures by consensus in advance. And plan (and announce) a debrief after the meeting to critique how you as a group did. Acknowledging that the process is just as important as the substance is the beginning of having a healthy conflict culture.

**LEARN MORE  
ABOUT THE  
OMBUDS  
OFFICE**

**Private and Confidential Scheduling:** [Go to Calendly.com](https://www.calendly.com)  
**Email:** [mark.patterson@csuci.edu](mailto:mark.patterson@csuci.edu) (not for confidential matters)  
**Phone:** 805-437-3283

**Webpage:** <https://www.csuci.edu/ombuds/>  
**Twitter:** @ombudsCSUCI  
**YouTube:** [Ombuds CSUCI Learning Channel](#)

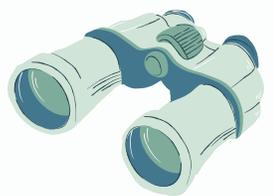
# Summer Learning Guide

June 21 is the first day of summer. Plans for finding the best sunscreen, staycation spot, or flyaway destination are looming. While exploring and relaxing are fun, so is learning. So, why wait until the end of summer, which is on September 22 to kickstart learning? Learning is awesome! Find ways to keep your mind busy this summer.



Right within your path to the office are summer offerings for learning through CSUCI's Extended University. Summer session dates range from:

- May 31 to July 6
- July 11 to August 12

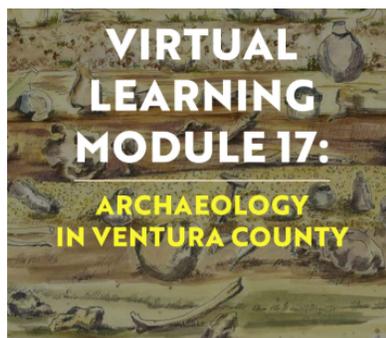
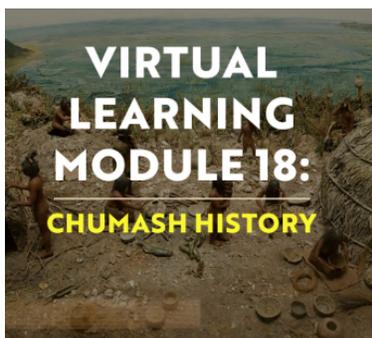


To learn more about class offerings and important dates, [visit CSUCI's informational page on "Summer Programs"](#)



## MUSEUM of VENTURA COUNTY

Stay near home and yet the mind can wander with the Museum of Ventura County's virtual learning modules. Virtual has been a saving grace and so what a wonderful way to continue using this technology to virtually travel and learn, all in one instance! Cool topics are ready, in just one [click](#) begin exploring, check it out:





# THE RETURN OF CORPORATE GAMES

After 2 years of taking a break and playing it safe, CSUCI is back in the game! City of Ventura's annual Corporate Games which used to be held in spring is now taking place in fall. And we want as many CSUCI team members to participate as possible. So much so, that this year we have multiple teams per sport/game. Please mark your October 2022 calendars as this is when all competitions will be scheduled. Corporate Games is a great opportunity for new and not so new CSUCI employees (Faculty, Staff, Student Workers, and Auxiliary Employees) to get physically and mentally competitive against other employer's teams, foster teamwork and collegiality, get to know one another, and simply just have fun. It is also a great opportunity to make our CSUCI presence known in the community as there could be up to 80 different employers from Ventura County competing in the games. More information will follow. But for now the best way to stay in the CSUCI Corporate Games loop is to register. So please take a moment and register for the games.

### **Complete CSUCI's 2022 Registration Form** (myCI login required)

There is no cost to the CSUCI employee for signing up and playing. However, for planning purposes we need to know who is interested and in what events, so that we can organize teams, order T-shirts, send out participant agreements/waivers for signature, and send notifications/reminders regarding the final schedules and competition brackets. Again, this year we have the opportunity to have multiple teams per sport/game. Please be honest when sharing why you would like to participate in each event you select. Your response will help determine the CSUCI team(s) you are placed on.

For additional information please contact [\*\*melissa.bergem@csuci.edu\*\*](mailto:melissa.bergem@csuci.edu)

# PARENTAL ADVICE FROM THE POD

FEATURING CSUCI'S SHARED ADVICE ON LIFE HACKS, LASTING QUOTES, MEMORABLE MESSAGES, AND MORE!

"KIDS DONT KNOW WHEN WE MESS UP, ONLY THAT WE LOVE THEM, DONT BE HARD ON YOURSELF."

"GIVE 110%"

"JUST BECAUSE SOMEONE ELSE DOESN'T KNOW HOW TO BEHAVE DOESN'T MAKE IT OK FOR YOU TO ACT THE SAME WAY".

"WHATEVER IT MEANS, IT MATTERS."

"AT THE END OF THE DAY ALL YOU HAVE IS YOUR WORD, BE A PERSON OF INTEGRITY."

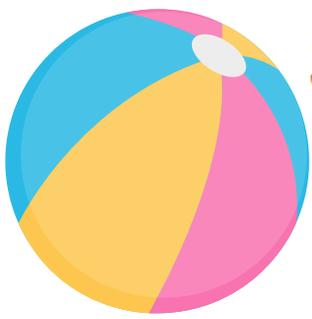
"SALT IS THE LAST THING YOU ADD."

## ADVICE NEEDED!

CSUCI, we're asking you to share those moments of advice that pop into your head when you need it the most. Simple daily messages, kitchen hacks, lasting quotes, or funny jokes are just a few types of advice. We can share, honor and pass on the parental wisdom in June's In The Loop feature on "Parental Advice from the Pod."

[Click to Share](#)





# Summer Fun in the Sun



Y C G H E N J O Y C H R I I T L M K P G  
 Z X V H M S A N D A L S V A C A T I O N  
 P Q Q H B S W U D Y X S U K I I O T S L  
 B T N M A G I C E C R E A M L S H M X E  
 P F R O U Q D U G S U N A O U P B W W M  
 O R R A X V Y B E I I F A V A C I J S O  
 O R H I V C A M P I N G S T S P G P H N  
 L E U N E E Y M M A H J U E E I Z E O A  
 O E P Z Q N L I Z P Z T N J S C F E R D  
 Q P J Q Y C D I T S J E S U A N L G T E  
 V S U N G L A S S E S N C M Z I O F S V  
 R H U I I X B V W D Q T R B W C B U V Y  
 X N L Z W O R T F V E V E R A H S K I P  
 Z S W I M R S Q A F S T E E T X Q S Y Y  
 V X U P M H A S M L K L N L E X M I Y Y  
 D H T Z D Q N D I Q Y L J L R R U S A Q  
 Y S H E L L D I L I Y L U A B E A C H U  
 B Y D P U G S U Y Z D T R W U O A T N A  
 W U M O U C H P A R K L G G N B A M O I  
 S M R T J N A K Z F S R E L A X B T G N



SUNGLASSES

SUNSCREEN

ICECREAM

VACATION

LEMONADE

UMBRELLA

CAMPING

FRIENDS

SANDALS

SHORTS

FAMILY

PICNIC

TRAVEL

BEACH

RELAX

WATER

ENJOY

SWIM

SHELL

TENT

BOAT

PARK

POOL

SAND





# Staff

## PROFESSIONAL DEVELOPMENT

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CHECK OUT OUR  
PROFESSIONAL DEVELOPMENT  
AND PERSONAL ENRICHMENT  
(PDPE) CAMPUS WEBPAGE  
TODAY TO CHECK OUT  
SUMMER OFFERINGS.

## *Fee Waiver Program*

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Take advantage of your benefits!

**SUBMIT A NEW FEE WAIVER FORM FOR  
EACH ENROLLMENT TERM TO  
[HR.FORMS@CSUCI.EDU](mailto:HR.FORMS@CSUCI.EDU)**



# Join CI Staff Council for Kite Flying!



**Come Fly your kite with colleagues ...**  
**Wednesday, June 29, 2022**  
**Potrero Field**  
**10:00 am – 12:00 pm**



**Bring your Favorite Kite(s)!**  
**Water & Popsicles will be provided**  
**Wear Comfortable Shoes**  
**Bring a Hat & Sunscreen**



**For questions or accessibility accommodations inquiries, please email: [ci.staffcouncil@csuci.edu](mailto:ci.staffcouncil@csuci.edu)**

# 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!

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, July 19 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**

Questions?

Comments?



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