

# The Companion

The Division of Business and Financial Affairs Newsletter



Division of  
**BUSINESS &  
FINANCIAL  
AFFAIRS**  
C H A N N E L  
I S L A N D S



## In this Issue

Leadership Greeting	1
Spirit of Excellence	2
In the Spotlight	2
HR/Health and Wellness Tips	3
Did you know? Where is this?	3
ITS On the Move	4
Lindero Courtyard Updates	5
Anacapa Canyon Groundbreaking	6
Meet the BFA CI Staff Council Reps	6
The Power of Resilience	7
Recipe Corner	7
Green Belts in Action!	8
Mowers on the Move!	9
Let's Taco 'Bout Waste	10
ITS Tips & Tricks	11
Welcome New Employees	12
Employee Changes	13

## Leadership Greeting

Hello DBFA team!

Where has the summer gone? Students are already back on campus, welcoming activities are popping up, and parking lots are filling up. There is anticipation of a new year beginning and excitement in the air. What will this academic year bring?

We know it will bring yearlong 20th anniversary celebrations, more change, more challenges, and more great accomplishments. We had an opportunity to hear President Yao speak at the faculty and staff convocation held on August 19 and he expressed three words to keep in mind as the year unfolds – steadiness, focus, coherence. These can be applied to our division as well.

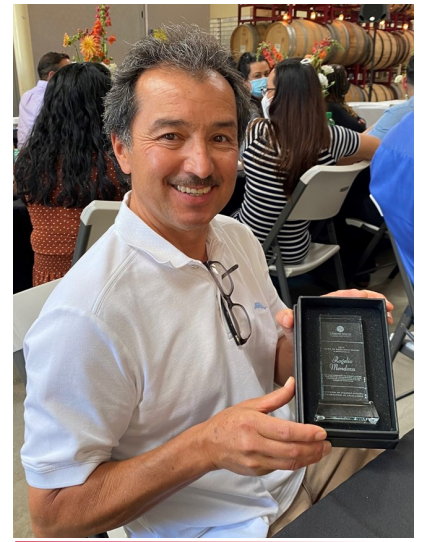
After the tumultuous 2020 and 2021 years, providing and experiencing steadiness in our work and personal lives is a relief. Steadiness does not exclude the opportunity for change, but does imply a stable, measured approach that is more proactive and less reactive. Our division learned from the past and is better prepared than ever for what may come. Individually we all contribute to a steady, less stressful work environment.

Our focus continues to be on our mission, stated in the DBFA Strategy Map, which is in sync with the CSUCI 2018-2023 Strategic Initiatives. We transform the delivery of quality services to support the campus

*Continued on page 2.*

## Division of Student Affairs - Spirit of Excellence

Rogelio Mendoza, Facilities Project Supervisor, was recognized with the Division of Student Affairs' "Spirit of Excellence Award" in July. He was selected for this prestigious recognition due to his integrity, unwavering commitment to student success, his spirit of collaboration in an environment characterized by adversity, as well as his continuous collaborative efforts in the pursuit of excellence. We in DBFA have long known these characteristics of his to be true and are delighted they are acknowledged by our colleagues across campus. Many thanks to Rogelio for his continued contributions to the success of the Facilities Services team and the Division of Business and Financial Affairs. You are very much appreciated!



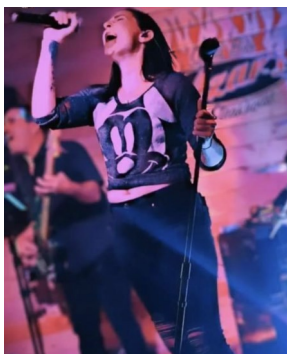
Rogelio Mendoza



L to R: Barbara Rex, Nathan Bowden, Laurie Nichols

Nathan stopped by to pick up his Flying Dolphin Award which was presented at the spring division meeting.

### In the Spotlight



Rock on!

Did you know a new CSUCI staff member, Lindsay Billett, Risk Analyst, is in a band?! Lindsay is the lead vocalist for The Mini-Driver Band and they just played on the main stage during Camarillo Heritage Days.

## Leadership Greeting

*Continued from Page 1*

through continuous improvement. Throughout all levels of the division, we can continue to look for ways to improve customer service, support inclusive excellence, improve business processes and increase clear communication.

Lastly, coherence relates to integrating all the initiatives on both campus and division levels which provides a clear pathway forward which in turn leads to steadiness which leads to focus.

Before we know it, we will be reflecting on the accomplishments of 2022-23. In the meantime, enjoy the celebrations, embrace the changes, conquer the challenges, and recognize the accomplishments.

Laurie Nichols, Associate Vice President for Administrative Services/HRO

Barbara Rex, Associate Vice President for Budget & Planning/Interim CFO







## Human Resources Tips

### 2022 Open Enrollment Coming Soon!

Be on the lookout for email announcements coming to your inbox in early September! This year, the CSU Annual Open Enrollment period will take place from **September 19 – October 14, 2022**. Open Enrollment is an opportunity for employees to review current benefit plan elections to ensure they continue to meet their needs and those of their family. Employees may enroll-in, change or cancel Health, Dental, Vision, Flexcash, Dependent Care Account (DCRA), Health Care Reimbursement (HCRA) or Voluntary Benefit Plans. Changes made during Open Enrollment will take effect January 1, 2023.

## Health and Wellness Tips

CSU employees have access to a lot of great resources through LifeMatters, the Employee Assistance Program (EAP) provided by Empathia. Materials for the following four topics are available by selecting the link below:

[Mindfulness](#)

[Emergency Planning](#)

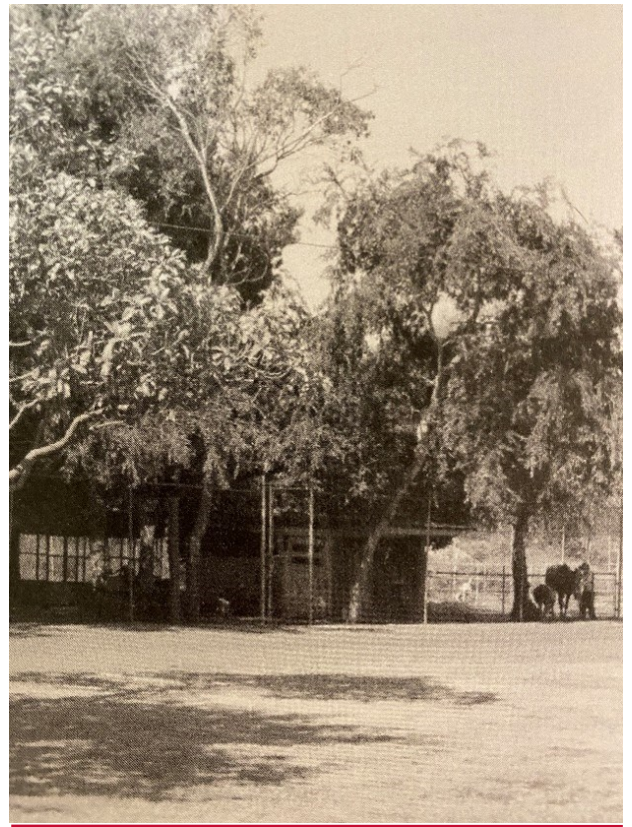
[Self-Care During Times of Social Change](#)

[Inflation-Busting Strategies](#)

The EAP is designed to provide confidential support for challenges that employees face in their everyday lives. Please visit [Human Resources's EAP webpage](#) for more information about how to access the LifeMatters portal and to learn what types of services are available and who is covered.

## Did you know?

There was a petting zoo on the hospital grounds and it consisted of a donkey, geese, goats, guinea pigs, ducks, rabbits, chickens, pigeons, and rats. It began as a “pet” project in 1981 with a conjunctive effort by Camarillo and Moorpark Community College’s exotic animal training and management program. The zoo was made possible by parent and staff support and Moorpark’s willingness to supply the animals with supervision by two advanced students. Donations paid for the feed, while the compound was built by Moorpark students and hospital children from scraps and surplus materials. The program was only available to the children much to the disappointment of the adults. (from “Images of America – Camarillo State Hospital” by Evelyn S. Taylor and Mary E. Holt)



Petting Zoo at Camarillo State Hospital

*Where is this?*



Answer on page 9



# The Big Switch - ITS On the Move

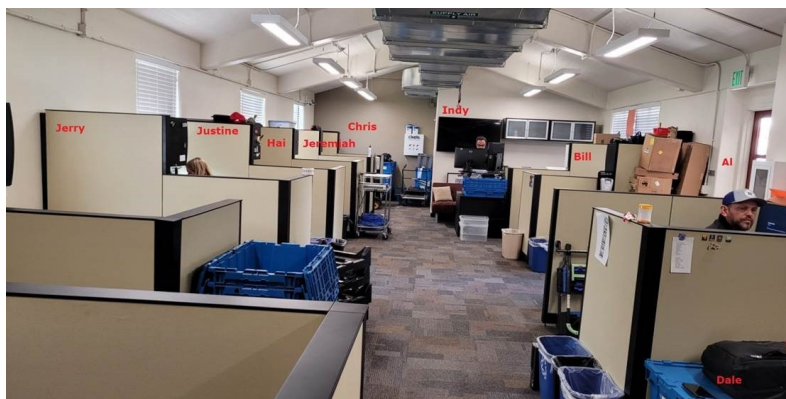
---



During the month of June, two groups of ITS staff members pulled off a big switch! To enable the User Services Group (USG) to be closer to the Trinity Dayroom, that was remodeled into their new large-scale workspace for processing bulk quantities of computers at a time, the ITS Infrastructure Group led by Director Herb Aquino swapped office spaces with the ITS User Services Group led by their fairly new director, Lance Grange. Armed with tall stacks of blue moving bins, provided by Facilities Services personnel, each group packed up their goods and gradually swapped spaces with the help of hand trucks, push carts and golf carts. As one or two people from USG moved into already empty cubicles in Trinity, Infrastructure Group members started backfilling the spaces left behind in Lindero second floor. As with any move, full settling-in took some time, but within about a two-week period, the job was done, and everyone was set. Welcome home, wanderers!

In case you're wondering, User Services is the ITS group responsible for all desktop computer support (PC's, Laptops, Tablets, Applications, etc.). Led by Lance Grange, USG consists of Dale Velador, Hai Le, Indy Valencia, Chris Murphy, Bill Ochs, Jerry Garcia, Jeremiah Barrera, Daniel Stewart, Al Duenas, Justine Giorgi, Lucas Fisher, and Elizabeth Gerbasi .

The Infrastructure Group, led by Herb Aquino is responsible for all things network—wired, wireless, phones, and all the pieces that keep all this working. This group is filled by Omar Hernandez, Mike Long, Michael Ferguson, Robert Tabor, Pedro Rivas, and student assistant ISS Augustus Costa . When in the area of Trinity Hall or Lindero Hall 2nd floor, be sure to stop by and say hello!



IT Infrastructure Group Office Space in Trinity Hall



# Walk the Labyrinth

The existence of labyrinths has been noted in the *Histories* by the historian Herodotus (d. 425 BCE). There are prehistoric sites around the world depicting labyrinth petroglyphs. The labyrinth is also tied to the Greek myth of the Minotaur, which was a gruesome monster with the head of a bull and the body of a man. In medieval Europe, cathedrals sometimes contained a labyrinth traced out in the nave from contrasting paving stones.

Today, the Lindero courtyard labyrinth is an aid to meditation and mindfulness. (You will not find a Minotaur in the center!) It is a place to walk with purpose or none at all, to clear your mind or receive clarity, and to add some movement to your day. It is a simple tool with one ‘rule’ which is to start at the entrance and follow the path. You are invited to walk it at any time, and many can walk at the same time by allowing some space between one another.

There will be a ‘Brown Bag Lunch’ event announced soon for anyone interested in learning more and taking a walk.

Reference: Herodotus, *Histories*, Bk 2, Ch 148.



Theseus in the Minotaur's labyrinth, by Edward Burne-Jones 1861



HR Team Get Together

## Lindero Courtyard-Open for Business

The Lindero Courtyard is open for business. Walk the labyrinth, enjoy your break, play in the garden. It is a beautiful spot to hold team meetings too. Reservations for groups can now be made through 25Live. Be sure to check the online calendar when planning your meeting. It will become a popular venue once more people find out it is one of the best spots on campus. Events held during regular business hours will be restricted in size and cannot use sound amplification as a courtesy to those working in the offices surrounding the space. Come and visit and enjoy!

### GARDEN BOX Sign-up Now

- ✓ Individual or Team Plots
- ✓ First Come/First Served
- ✓ **Camrosa Recycled Water is Safe to Use for Vegetables**
- ✓ May Impact Salt Sensitive Produce
- ✓ Contact Paula Robertson



## Get Ready for Fall Planting!

The garden boxes in the Lindero Courtyard are filled with soil and ready for planting. Tomas Arzate, Irrigation Specialist, will work his magic with the drip lines and install what you need once you have planted. There are 4 boxes available. Choose the size of your garden—1/4 box, 1/2 box or a full box. You can sign up individually or as a team. Reach out to Paula Robertson by email or on Teams to reserve your space. First come, first served.



# Anacapa Canyon Groundbreaking Event



L to R: Laura Hernandez, Councilmember City of Port Hueneme; Nick Bridges, Managing Director Kennedy Wilson; Jaqui Irwin, Assemblymember 44th District; Dr. Rich Yao, CSUCI President; Larry Adamson, Trustee CSU; Laurie Nichols, CSUCI AVP Administrative Services; Marc Mootchnik, CSU General Counsel

A groundbreaking event was held on June 10, 2022, to celebrate the new development within the campus's University Glen residential community. The Anacapa Canyon development is a master-planned, mixed-residential community consisting of Market-Rate Apartments, Age/Income Restricted Apartments (Senior Affordable), and a combination of For-Sale Single Family Homes and For-Sale Attached Townhomes. This project is the result of the public-private partnership between CSU Site Authority and Kennedy Wilson, a Southern California-based real estate development and investment company. You can learn more about the project on the University Glen [FAQ page](#). To sign up for updates on home sales, please email [University-GlenPhase2@kennedywilson.com](mailto:University-GlenPhase2@kennedywilson.com).



## Meet Your 2022-25 CI Staff Council BFA Representatives

Colleen Haws, Public Safety, Brian Lindgren, Organizational Effectiveness, and Paula Robertson, VPBFA Office, are your newly elected BFA division representatives to the CI Staff Council for the 2022-23 through 2024-25 academic years. Renee Fuentes, Title IX, serves on the executive board as the treasurer. The CI Staff Council's primary focus is to support staff in their

L to R: Colleen Haws, Brian Lindgren, Paula Robertson

roles. We recognize outstanding staff members in an online newsletter, coordinate cross divisional support for committees looking for staff to serve, help plan and coordinate staff events, initiate and coordinate campus affinity groups, and more. Check out the [webpage](#) for additional information.

Since our division is so large, Colleen, Brian and Paula decided to take on specific units within the division. Do not hesitate to reach out to any one of your representatives. (Keep in mind that the CI Staff Council does not get involved with union-related issues. Anything else is fair game.) Let your representatives know about the kudos and concerns of your department for the benefit of the rest of campus.

Renee Fuentes [renee.fuentes@csuci.edu](mailto:renee.fuentes@csuci.edu) Paula Robertson [paula.robertson@csuci.edu](mailto:paula.robertson@csuci.edu) : VPBFA Office, ITS, Financial Services  
Colleen Haws [colleen.haws@csuci.edu](mailto:colleen.haws@csuci.edu) : Public Safety, Budget & Planning, Facilities Services  
Brian Lindgren [brian.lindgren@csuci.edu](mailto:brian.lindgren@csuci.edu) : Administrative Services/HR, Facilities Services

# Health and Wellness: The Power of Resilience

A resilient person is able to adapt in the face of adversity and bounce back from challenging experiences. Try these strategies for increasing your resilience:

**Avoid viewing a crisis as “the end of the world.”** You can’t stop stressful events from happening, but you can control how you react to them. Focusing on the big picture will help you think past your immediate situation.

**Accept that change is a part of living.** An unexpected change may affect your future. Accepting that life sometimes throws you a curveball may make it easier to adjust your goals or switch to a back-up plan.

**Look for the silver lining.** While giving yourself time to adjust to a change or loss is important, stay open to new possibilities. Short-term setbacks sometimes lead to positive life changes.

**Become a problem-solver.** Look for practical ways to improve your situation. If you’re uncertain about your next step, do some research or consult with someone who’s had a similar experience.

**Trust your instincts.** Recognize your ability to handle difficulties and weather challenges. Consider if you are in a situation that you can “live with” or if your circumstances require a change.

Source: The StayWell Company  
©2020 Empathia, Inc.



## Recipe Corner

### Homemade Mac-N-Cheese

#### Ingredients

##### For the béchamel:

4 cups (1 quart) whole milk

8 tablespoons unsalted butter (1 stick)

1/2 cup all-purpose flour

Optional: 2 tablespoons chopped garlic and/or 1/2 teaspoon of red pepper flakes

##### For the rest of the dish:

1 pound elbow macaroni cooked, drained and held warm

2 tablespoons kosher salt

1 tablespoon cracked black pepper

8 ounces shredded 2-year aged sharp cheddar cheese (about 3 cups)

#### Technique:

1) Bring a large pot of heavily salted water to a boil over high heat.

2) Add the pasta and cook until it's almost al dente (just on the edge of being underdone), then drain and set aside

While the pasta is cooking, make the béchamel-



In a large, heavy-bottomed saucepan, melt the butter over medium heat. If you’d like to include the garlic and/or red pepper flakes add them now.

3) Add the flour and whisk constantly until the mixture turns light brown in color, about 3 minutes. Remove from the heat.

4) While whisking constantly, slowly add the milk to the flour mixture until evenly combined and smooth. (It will get very thick when you first add the milk, then thin out.)

5) Bring the mixture to a boil. (This is very important since if it doesn’t boil the flour will be raw.)

6) Stir in the salt and pepper.

7) Stir in cheese until just melted and smooth.

8) Add the pasta and stir until the pasta is heated through. Enjoy!



# Green Belts in Action!

If you are a Green Belt, chances are it has been a long time since your training, and you may not have had the opportunity to use those skills outside your department. On July 11, five Green Belts were given the opportunity to put their Lean skills to work by leading a “Lean Retreat” for the new Vice Provost Jessica Lavariega-Monforti’s teams that make up “SIGUE” (Success and Inclusion for Graduate & Undergraduate Academic Excellence).

Green Belts, Melissa Bergem (BFA), Wendy Olson (BFA), Teresa Montoya-Morua (BFA), Jessica Dalton (AA), and Jeannette Edwards (AA), led individual departments through the process mapping exercise. The focus was to document one process per team to show the “current state” which is how the process currently works including the good, the bad and the ugly. Documenting the “current state” of the process is the first step when making processes more efficient.

The Green Belt facilitators meticulously documented every step for 5 processes.

- Articulation and Curriculum – “New Program Proposal - Curriculog”
- Center for Community Engagement – “Assigning Service Learning Attribute to Courses Process”
- Learning Communities Program – “Recruitment and Registration for Learning Communities Process”
- Research and Sponsored Programs – “Intent to Apply for a Grant Process”
- Student Academic Success & Equity Initiatives (SASEI) – “PEEP Hiring Process”

As an example, the facilitators worked through the process mapping exercise for the PEEP Hiring Process which included identifying all of the hiring steps from grant and needs assessment, advertising the position, to the interview, and finally the hiring. The PEEP Hiring Process group mapped 153 steps from beginning to end with the patient and inquisitive guidance from Teresa Montoya-Morua and Jeannette Edwards. Similar results were delivered by the other teams as well. The day was a success and set the foundation for further process improvement events.

If you have processes that have not been memorialized and would like help documenting and possibly improving them, contact the Organizational Effectiveness Office by emailing Brian Lindgren OE Specialist, [brian.lindgren@csuci.edu](mailto:brian.lindgren@csuci.edu).





# CSUCI's Mowers on the Move!

It's about to get a little quieter at CSU Channel Islands. The university is rolling out four new electric mowers to manage some of the forty acres of lawn throughout campus. The new mowers consist of two Mean Green full-size mowers, and two Husqvarna autonomous mowers – think little Roomba's for your lawn.

The autonomous electric mowers are bringing new personality to the campus. As with any proud parents, CSUCI's Facilities Services had a short list of names to consider for the additions to the family. The list included Mowberto – in honor of lead landscaper, Roberto – Mowlenium Falcon, Lawnbourgini, and Mowboto, among others. After a tight race on CSUCI's sustainability Instagram account, Mowberto and Lightning MowQueen came out as the voters' top choices to name the new mowers.



Mowberto and Lightning MowQueen will be working in the North Quad and in front of Placer Hall, respectively. They learn their job sites through a GPS program, so they can navigate around known obstacles, such as walls and trees. If an unknown obstacle, such as a person, is in their path, they will slow down, lightly bump into the object, and then turn away to proceed in a new direction.

Both Mowberto and Lightning MowQueen are assigned to the night shift, clocking into work around 6pm. When they start to feel a little drained, they simply head back to their personal breakrooms to rest and recharge.

They get a 60-minute break for every three to four hours of work performed. Bringing Mowberto and Lightning MowQueen onboard allows the landscaping team to reallocate staff resources to areas that need more attention, such as ornamental planters throughout campus.

The Mean Green mowers are also an important addition to CSUCI's equipment fleet, as they are replacing two gas- and diesel-powered mowers. The new electric models can run six hours on a charge and will be used to maintain about 25% of the campus turf. You can recognize the Mean Green electric mowers by their bright green color. The new electric mowers are quieter, require less maintenance, and have zero tailpipe emissions. This adds up to fewer maintenance costs, less noise pollution, and improved air quality.

Learn more about CSUCI's sustainability practices and keep up with the adventures of Mowberto and Lightning MowQueen on CSUCI's sustainability Instagram account @sustainabilityatsuci. If you have questions or suggestions regarding campus sustainability, please email [roxane.bc@csuci.edu](mailto:roxane.bc@csuci.edu).



## Where is this?



Answer: East Entrance of Lindero Hall



# Let's Taco 'Bout Waste

You may have seen the breadcrumbs we sprinkled earlier this year about a new initiative coming to CSUCI. We are berry egg-cited to announce that you can now compost those breadcrumbs because food waste collection has officially begun throughout campus! Each building has been supplied with at least one food waste collection container. Food collected in these bins will be taken by the campus waste hauler, EJ Harrison, to a local organic waste facility, where it will be used to create organic fertilizer or renewable energy.

Using the new food waste bins on campus is soup-er easy. Simply lift the lid, deposit any food materials, then close the lid. At this time only food will be accepted in the bins. Acceptable items include raw or cooked food, tea bags, coffee grounds, meat, dairy, vegetables, and any other food item. Please do not put any paper products (such as napkins) nor plastic products in the bins. Even if something is labeled as “compostable” if it isn’t food, it doesn’t go in.



In addition to launching food waste collection throughout campus, Facilities Services is continuing to expand on a pilot waste efficiency program. First piloted in Ironwood Hall in early 2022, the program provides centralized waste sorting stations. Building occupants are asked to bring their waste to the centralized stations instead of having bins next to their desk. This program has proven to reduce use of plastic liners, improve ergonomic conditions for custodians, save custodians time on servicing waste containers, and reduces the amount of waste sent to the landfill by improving material sorting at the point of disposal.

As a best practice in waste management, we anticipate this program will improve efficiency, conserve resources, and reduce costs for the university. Lindero Hall is the second building to participate in the pilot program. If you would like your building to participate in the pilot program, please reach out to [roxane.bc@csuci.edu](mailto:roxane.bc@csuci.edu). After the pilot period in Lindero Hall, occupant feedback will be collected and reviewed to inform next steps for waste management on campus.

Both of these new programs will help CSUCI comply with California’s Senate Bill 1383. Designed to address short-lived climate pollutants by reducing waste sent to the landfill, SB 1383 has three main requirements:

Waste streams must be color-coded: gray for trash, blue for recycle, and green for food waste.

All bins must have signs depicting what materials are and are not accepted in the waste stream.

Food waste collection must be provided alongside trash and recycling bins anywhere food waste may be generated.

For more information on CSUCI’s waste practices and how to properly sort your waste on campus, please visit <https://www.csuci.edu/fs/sustainability/waste-minimization/>.

*Roxane Beigel-Coryell, Sustainability & Energy Manager*





# ITS Tips & Tricks

## How to add your new phone to Duo to use push notifications.

*\*Please note, this only works if your phone number is the same. If you have received a new phone number, please reach out to the Solution Center at 805-437-8552 or put in an ITS Service Request.*

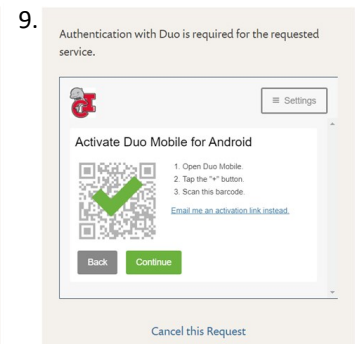
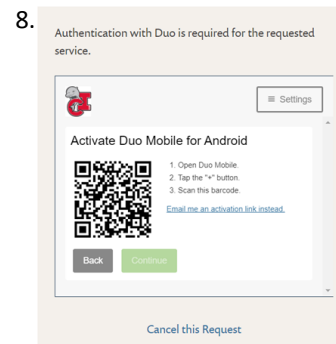
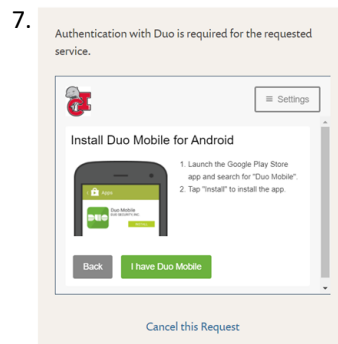
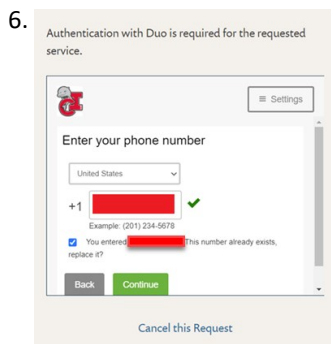
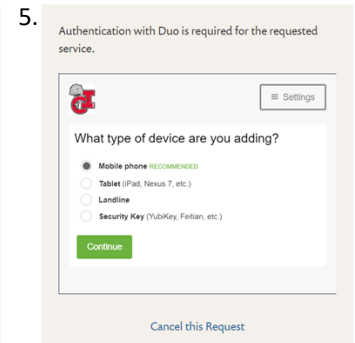
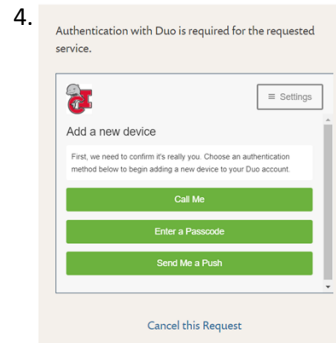
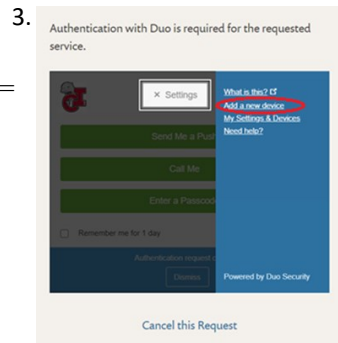
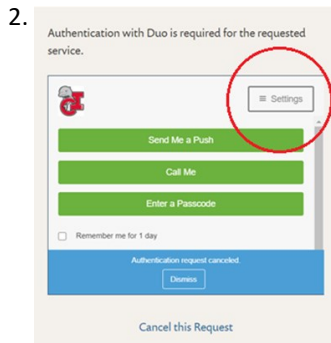
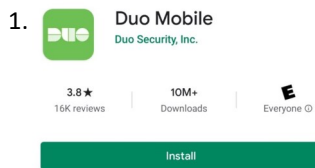
So, you've gotten a sparkly new phone but... oh no! You can no longer use push notifications to authorize Duo anymore. Don't worry, setting up push notifications is a straightforward and short process. To get started, you will need your new phone and a computer.

1. First, you will need to install the Duo Mobile app from the Google Play Store (Android) or the App Store (Apple).  
If you already have the app, open it, and select 'Reactivate Duo Mobile' from the menu.
2. Next, log on to myCI and make your way to the Duo page. Once here, select the 'Settings' menu in the top right.
3. On the blue menu, select 'Add a New Device'
4. On the next page, select Call Me. When your phone rings, pick up the call and select any key to authenticate. You can also use a Duo FOB with the 'Enter a Passcode' option.

The following pages on Duo are about gathering information on the new device you are adding.

5. On 'What type of device are you adding?' select 'Mobile phone.'
6. On the next page enter your number and check the box below.
7. Choose the type of phone that you are using.
8. Select 'I have Duo Mobile' and then scan the QR code on the computer with your phone.

9. The following questions on the computer and phone are preferences and you may set them to however you prefer. Most keep the account name to something along the lines of 'CI' or 'CSUCI' and have the default authentication set to push notifications.



# Welcome New Employees!

## Facilities Services



**Gabriel "Gaby" Perez**  
**Project Manager**

Gaby is a collaborative professional with 28+ years of management experience leading large construction, engineering, planning and facilities management organizations. Gaby retired as a Lieutenant Commander in January of 2020 after serving a combined 26 years in the U.S. Navy's Naval Construction Force & Civil Engineer Corps as both enlisted and as commissioned officer. He is looking forward to supporting the Facilities Services team and welcomes the opportunity in working in a university environment to further enrich his experiences.



**Donald Pascual**  
**Custodian**

Hello! My name is Donald Pascual and I'm a new night custodian. I'm a former educator that loves to travel, eat, and watch movies! Looking forward to the new school year!

## ITS



**David Ng**  
**Analyst Programmer**

With over 25 years of Oracle and PeopleSoft enterprise resource planning (ERP) and database administrator experience, David is a programmer/analyst who specializes in systems integration. He comes to Channel Islands from the Los Angeles campus where he was responsible for some of the most complex PeopleSoft enhancement modifications and integrations. David spends his free time in the gym and playing badminton.



**Lai Leung**  
**Analyst Programmer**

Lai joins The ITS Enterprise Applications team after working for Cal State Los Angeles for 20 years. Along with her strong information technology skills, her extensive university work experience includes Admissions, Student Records, Scheduling, and Graduation. She is excited to be joining the CI family.



**Jerry Wong**  
**Analyst Programmer**

Jerry comes to us from the Los Angeles campus where he worked for over 13 years. Prior to working at the Los Angeles campus, Jerry worked in the private sector in various industries including banking, finance, food and the automotive industries. He brings extensive experience in IT specializing in PeopleSoft Human Resources systems. He will be working primarily on our CI Personnel system. In his free time he enjoys spending time with his family, hiking and enjoying the outdoors.



# Welcome New Employees (Cont'd)

ITS



## Rohit Kulkarni

### Project Manager

Rohit has over 18 years of experience in Higher Education and has worked in software development and IT roles in student administration and has a Project Management Professional certification. He enjoys running, travel, being outdoors and spending time with family. He is looking forward to working with the CSUCI community and is excited to be on such a beautiful campus.

## Administrative Services



## Adrian Hammer

### Payroll & Benefits Analyst

I'm Adrian Hammer. I was born and raised in Camarillo, CA. I am not related to MC Hammer, and was not in any of the Rocky movies. I graduated from CSUCI in May and recently joined the Human Resources team in Payroll and Benefits. My passions include philosophy and coffee. If I could share one thing that I have learned, it would be that it doesn't necessarily matter how long you take between steps if you are always taking your next step forward. I cannot wait to learn and grow with everyone at CSUCI and hope to assist in building a better future for us all.

## Employee Changes

### Familiar Faces in New Places

Onward and upward! From time to time, employees move into new roles here in the Division of Business and Financial Affairs. Here are some of the employees who've recently changed roles or moved into permanent positions, along with the title of their position:



## Jose Cobian

### Custodian

Jose transitioned from Auxiliary Services to a custodial position in Facilities Services.



## Juan Rios

### Operations Security Analyst

Juan has over seven years of IT Experience in Higher Education. He grew up in Ventura County and is a CSU Channel Islands alumnus. Juan received his BS in Information Technology and is currently working on his master's in Cybersecurity at CSU San Marcos. Juan enjoys playing capture the flag challenges (CTF), reading tech books, and following e-sports. He is looking forward to working with the CSU Channel Islands community. Juan transferred from IT Services Infrastructure to IT Services Information Security.

# Employee Changes (Cont'd)

## Familiar Faces in New Places



### William Nutt

#### Executive Director of Equity & Inclusion

William Nutt was appointed to the position of Executive Director of Equity & Inclusion. William joined our campus two years ago as the Manager of Institutional Equity & Deputy Title IX Coordinator.



### Martha Ferguson

#### Project Manager

Martha has worked at CI for over 13 years. She has worked in Public Safety, Human Resources, and most recently has joined the Information Technology Services team. She is an alumnus of CSU Channel Islands with a degree in Business. Martha grew up in Ventura County and in her spare time enjoys gardening, crafting, painting, and baking.



### Bianca Acosta

#### Administrative Manager

Bianca was promoted from Facilities Services Analyst to Administrative Manager in Facilities Services.

## Interim Appointments

The following employee has recently been appointed to an interim position:

- Paula Robertson, VPBFA Operations Administrator



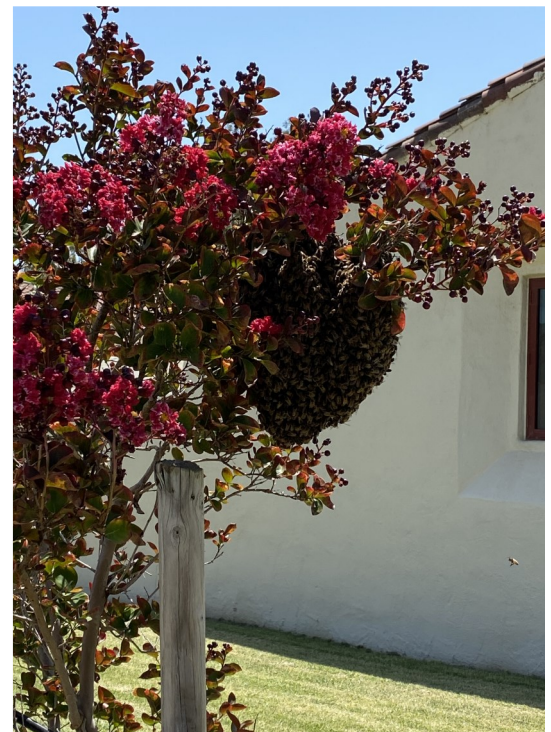
## A Fond Farewell!

We thank the following individuals for delivering high quality of service in support of the campus community. Best wishes on your new adventures outside of CSUCI. You will be missed!

- Melissa Cuevas, Administrative Assistant
- Ben Karanovich, Storekeeper
- Kristy Madrigal, HR Systems Analyst (8/26)
- Ashley Segovia, Human Resources Coordinator







*How does what I do  
make this a better place for CI students to learn  
and develop?*

**DIVISION OF BUSINESS & FINANCIAL AFFAIRS**