

WE DEFINE THE *Future*



**"BUILDING ON A DECADE OF LEARNING  
TO SHAPE THE FUTURE"**

**CONFERENCE GUIDE**

The background of the lower half of the page is a solid blue color with a pattern of white educational icons. These icons include lightbulbs, globes, books, graduation caps, pencils, and atomic symbols, arranged in a grid-like fashion. A white, torn-paper-like border separates this section from the text above.

**2026**

# CONTENTS

<b>CONTENTS</b> .....	2
<b>WELCOME</b> .....	3
LEARN 2026 LEARNING JOURNEYS.....	3
<b>TIPS FOR A GREAT EXPERIENCE</b> .....	4
IMPORTANT REMINDERS.....	4
<b>SCHEDULE OF EVENTS</b> .....	5
<b>PRESENTERS</b> .....	6
<b>WORKSHOPS</b> .....	15
OPENING PRESENTATION.....	15
BREAKOUT SESSIONS.....	16
<b>SPECIAL THANKS</b> .....	25
LEARN 2026 PLANNING COMMITTEE.....	25
<b>LEARN 2026 ASSESSMENT</b> .....	26



Division of  
Human Resources



Staff Development  
& Enrichment



# WELCOME

Staff Development & Enrichment - Division of Human Resources welcomes you to LEARN 2026.

Thank you for choosing to invest your time, energy, and curiosity in today's conference experience. Whether this is your first LEARN conference or your tenth, we are excited to have you here.

In the midst of busy schedules and competing priorities, it can be difficult to set aside time for our own growth and development. LEARN provides an opportunity to pause, explore new ideas, strengthen connections, and make intentional investments in ourselves and our future.

Today's conference was designed with that purpose in mind.

However you choose to build your LEARN experience, I hope you leave the conference feeling inspired, connected, and empowered to continue your learning journey.

Thank you to our presenters, sponsors, volunteers, and planning committee members who helped bring the vision for LEARN 2026 to life.

Sincerely,

Sara Garcia, Chair

*LEARN 2026 Conference*

## LEARN 2026 LEARNING JOURNEYS

LEARN 2026 is organized into Learning Journeys to help you navigate the conference and explore topics that matter most to you. Each journey represents a unique area of focus; choose sessions that align with your interests and build a personalized path for learning, growth, connection, and well-being.

***#ConnectBeyond** - Strengthen relationships, enhance collaboration, and foster meaningful connections across teams and communities*

***#GrowYourImpact** - Build skills and perspectives that strengthen your effectiveness, confidence, and professional growth*

***#LearnToLiveWell** - Explore strategies and practices that support well-being, energy, and sustainable performance in your day-to-day work*

***#NavigateCSUSB** - Gain practical knowledge and resources to better understand campus processes, services, and how to get things done at CSUSB*

# TIPS FOR A GREAT CONFERENCE EXPERIENCE

## 1. BUILD YOUR JOURNEY

Choose sessions that align with your interests, goals, and areas of growth. There is no single path through LEARN, make the experience your own.

## 2. CONNECT BEYOND

Take advantage of opportunities to build new relationships and collaborate with colleagues from across campus.

## 3. GROW YOUR IMPACT

Seek out ideas and strategies that can help you grow professionally and make a greater impact in your role.

## 4. LEARN TO LIVE WELL

Remember that growth includes well-being. Pace yourself and make time to recharge throughout the day.

## 5. NAVIGATE CSUSB

Discover resources, services, and people that can help support your success.

## 6. SHAPE WHAT COMES NEXT

Consider how today's ideas, resources, and connections can help support your growth beyond today's conference.

## LEARN 2026 REMINDERS

*Be present and give yourself permission to learn.*

*Investing in yourself is never time wasted.*

*Every conversation is an opportunity to learn.*

*Take time to recharge throughout the day.*

*Small steps can lead to meaningful change.*

# SCHEDULE OF EVENTS

**WEDNESDAY, JUNE 17, 2026 | 8:30AM - 4:30PM**

TIME	EVENT	LOCATION
8:30am	Check-In	SMSU South Event Center A/B
9:00am	Opening Remarks & Presentation, "Culture of Thriving"	SMSU South Event Center A/B
10:30am	Announcements	SMSU South Event Center A/B
11:00am	Breakout Sessions Round #1	Various Rooms See pages 15-24
11:55am	Lunch	
1:00pm	Breakout Sessions Round #2	Various Rooms See pages 15-24
2:00pm	Breakout Sessions Round #3	Various Rooms See pages 15-24
3:00pm	Breakout Sessions Round #4	Various Rooms See pages 15-24
4:00pm	Learning Champion Reveal, Closing Remarks, & Opportunity Drawings	SMSU South Event Center A/B
4:30pm	Conference Concludes	

# LEARN 2026 PRESENTERS

## OPENING SPEAKERS

### Featured Presentation: "Culture of Thriving"



#### ***Robin Phillips***

***Vice President, Human Resources***

***Senior Diversity Officer***

Robin Phillips is the inaugural Vice President of Human Resources at California State University, San Bernardino, a position she assumed in 2022. She also holds the role of Senior Diversity Officer. With over 30 years of progressively responsible leadership experience in public and nonprofit organizations, she has established a record of strategic vision, people-focused leadership, and organizational transformation.

Prior to joining CSUSB, VP Phillips was Associate Vice Chancellor for Human Resources at St. Louis Community College. Throughout her career, she has demonstrated comprehensive expertise in all areas of human resources, contributing significantly to organizational culture, employee engagement, and the alignment of human capital strategies with institutional mission and vision.

VP Phillips maintains that people are central to organizational success. Her leadership philosophy emphasizes that institutions thrive when employees are supported, valued, and empowered. At CSUSB, she has led the integration of diversity, equity, and inclusion throughout human resources practices, advancing a Culture of Thriving based on belonging, purpose, and opportunity. She is committed to supporting and leading initiatives that drive transformative outcomes for the campus community.

Ms. Phillips earned a bachelor's degree in industrial and organizational psychology from Washington University in St. Louis and a master's degree in human resources management from Troy State University. She is a doctoral candidate in Educational Leadership at California State University, San Bernardino. Additionally, she holds professional certifications from the Society for Human Resource Management (SHRM-CP) and the Human Resources Certification Institute (PHR).

Robin will also facilitate the breakout session, "Human Resources 101," during Breakout Session Round #1.



## ***Dr. Kelly Campbell***

***Vice Provost for Academic Programs, Division of Academic Affairs***

***Senior Diversity Officer***

Dr. Kelly Campbell serves as Vice Provost and Senior Diversity Officer at California State University, San Bernardino (CSUSB). Her responsibilities include strategic planning, student success, academic programs and curriculum, community-engaged learning, and overseeing the President's DEI Board with her fellow diversity officer, VP Robin Phillips. Dr. Campbell is a professor of psychology, and her research examines relationships with an intercultural lens. She has published over 35 peer-reviewed manuscripts and presented at over 100 conferences. She was recognized with CSUSB's Golden Apple Award for Teaching Excellence and the Outstanding Teaching Award from the International Association for Relationship Research, and her work has been featured in popular outlets such as NPR, the New York Times, and Wall Street Journal.

Dr. Campbell will also facilitate the breakout session, "Bring Your Dreams to Life: Aligning Your Work with Passion, Purpose, and Possibility," during Breakout Session Round #3.



## ***Dr. Nicole Arkadie***

***Staff & Faculty Mental Wellness Fellow***

***Associate Professor, School of Social Work***

Dr. Nicole L. Arkadie is a scholar practitioner and Licensed Clinical Social Worker specializing in mental health with over 23 years of experience in social work and 19 years in higher education. She is an Associate Professor at California State University of San Bernardino, an international speaker, and a fast-selling author who leads workshops and trainings focused on mental wellness, emotional well-being, and reducing stigma in diverse communities. She also serves as the Staff & Faculty Mental Wellness Fellow, bridging the gap between mental health resources and the broader campus community by developing inclusive, culturally responsive wellness programs that support faculty, staff, and students.

## BREAKOUT SESSION PRESENTERS

### Panel Presentation: "Human Resources 101"



*Robin Phillips, Vice President - Human Resources & Senior Diversity Officer*



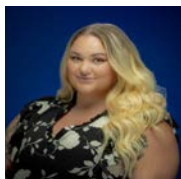
*Diane Maling, Manager, Payroll Services*



*Jovi Galarza, Manager, Classification & Compensation*



*Julio Arevalo, Director, Employment Services*



*Kalie King, Associate Director, Compliance and Strategic Initiatives*



*Kim Cota, Leave of Absence & ADA Specialist*



*Krista Shea, Analyst, Classification & Compensation*



*Sandra Davis, Director, Payroll & Benefits Services*

## BREAKOUT SESSION PRESENTERS



**Andrew Beechko, Software Developer**  
**Finance, Technology & Operations**

Andrew Beechko is one of the key members of the development team for service now at our campus. Possessing a Master's Degree in Computer Engineering, his current classification as a Software Developer II has led him to work extensively on numerous Enterprise Management Systems across our campus such as Cherwell, OnBase, and Service Now. Within Service Now, Andrew has developed various custom applications, numerous catalog tasks, scripting custom actions, and extensive flows for task management.



**Brianna Wagner, Web Developer**  
**Finance, Technology & Operations**

Brianna Wagner is a web developer, creative trouble-shooter, and enthusiastic organizer of unruly information. She enjoys helping teams keep web content accurate, useful, and less stressful to maintain. She is especially interested in the people side of web work: helping users feel confident, efficient, and supported. Her goal is to make web maintenance feel practical, approachable, and maybe even a little satisfying.



**Chris Bradney, Director, Strategic Technology Initiatives**  
**Finance, Technology & Operations**

A systems thinker at heart, Chris oversees IT Project Management, Change Management, and Strategic Planning. He's passionate about using Lean Six Sigma to streamline operations and elevate both employee and customer experiences — one optimized process at a time.



**Christina Rivera, Project Manager - Facilities Planning, Design & Construction**  
**Finance, Technology & Operations**

Christina Rivera is a Project Manager at California State University, San Bernardino who values wellness, collaboration, and continuous growth. She recognizes the importance of creating space for personal wellbeing in demanding professional environments and advocates for utilizing campus resources that support healthy lifestyles. Christina enjoys encouraging others to explore opportunities that foster connection, resilience, and a positive work-life balance

## BREAKOUT SESSION PRESENTERS



***Dianna Montgomery, Employee & Labor Relations Business Partner  
Human Resources***

Dianna earned a bachelor's degree in Human Services from the University of Phoenix and certifications in Mental Health First Aid and Difficult Dialogue Facilitation. Her Human Resources career spans more than two decades, with experience across the retail and healthcare industries. In 2024, she joined California State University, San Bernardino as the Conflict Resolution Manager and recently transitioned into the role of Employee & Labor Relations Business Partner. Dianna is firmly committed to supporting a respectful and collaborative work environment.



***Gerard Au, Chief Information Officer, Information Technology Services  
Finance, Technology & Operations***

Gerard leads the University's technology strategy and operations, guiding ITS in advancing digital transformation, strengthening infrastructure, and enhancing the campus experience. With a focus on collaboration and innovation, he works across divisions to ensure technology services are secure, reliable, and aligned with CSUSB's long-term goals.



***Isabel Guzman-Tepper, Librarian  
Academic Affairs***

Isabel Guzman-Tepper is the Outreach and Engagement Librarian at Pfau Library. Isabel has worked in the library field for 25 years, focusing mainly on outreach services, marketing, and library programming. She is an alumna of CSUSB and joined as a librarian in 2022.



***Jasmine Curtis, Fitness Coordinator  
Student Affairs***

Jasmine Curtis is a Recreation & Wellness professional at California State University, San Bernardino dedicated to fostering a welcoming and inclusive campus environment. Through wellness programming, outreach, and recreational opportunities, she helps connect students, staff, and faculty with resources that support physical wellbeing, community engagement, and personal development. Jasmine is passionate about creating experiences that encourage participation, connection, and a thriving campus community.

## BREAKOUT SESSION PRESENTERS



***Joselyn Yap***

***Academic Budget and Planning Lead Analyst, Academic Affairs  
Group Fitness Instructor, Recreation & Wellness, Student Affairs***

Joselyn earned her B.A. in Liberal Studies with a minor in Psychology from California State University, San Bernardino and currently serves as Lead Administrative Analyst in Academic Budget & Planning. With more than 25 years of experience in higher education, she is passionate about supporting student success, community engagement, and wellness initiatives. In addition to her professional role, she serves as a co-advisor for L.U.B.O.S. PASO and is a certified Zumba and group fitness instructor at the Student Recreation & Wellness Center, where she enjoys promoting health, connection, and Coyote spirit through movement.



***Jodi Buckley, Databases and Contracts Coordinator***

***Finance, Technology & Operations***

Jodi Buckley serves as a Lead Administrative Analyst in Facilities Services at California State University, San Bernardino and is a certified Spin Instructor. She is passionate about promoting employee wellbeing and encouraging staff to take advantage of the wellness resources available on campus. Jodi believes that movement, recreation, and community engagement are important components of maintaining balance, reducing stress, and supporting long-term personal and professional success.



***Jorge Chilin, Workers' Compensation Program Manager***

***Finance, Technology & Operations***

Jorge Chilin has served as CSUSB's Workers' Compensation Manager since 2022. He holds a bachelor's degree from CSUSB and a master's degree from Pepperdine University. Outside of his professional role, Jorge has been a DJ since 2008 and brings his passion for music into spaces that foster connection, energy, and community.



***Kandy Liu, Executive Director - Audit & Advisory Services***

***Finance, Technology & Operations***

Kandy Liu serves as the Executive Director of Audit and Advisory Services at California State University, San Bernardino. She is a certified government auditing professional with over 14 years of public sector experience, specializing in performance audits. Kandy holds a Master of Public Administration degree, with a concentration in Public Financial Management from California State University, San Bernardino, and holds a Bachelor of Arts degree in Sociology and Business Administration from the University of California, Riverside. She is a member of the Institute of Internal Auditors (IIA), Association of College and University Auditors (ACUA), Pi Alpha Alpha Global Honor Society (PAA), and American Society for Public Administration (ASPA). Kandy is dedicated to ethical public service and is passionate about helping organizations meet their objectives. She also enjoys spending time mentoring students and young professionals.

## BREAKOUT SESSION PRESENTERS



***Lilly Landeros, Executive Assistant  
Academic Affairs***

Lilly Landeros is an Executive Assistant III at California State University, San Bernardino, where she provides high-level administrative and operational support to the Vice Provost for Academic Affairs. With over 20 years of experience across higher education and law enforcement, she has developed a strong background in executive support, office operations, budgeting, event coordination, reporting, and strategic planning initiatives. Prior to joining CSUSB, Lilly served with the San Bernardino County Sheriff's Department for 17 years, where her work included administrative support, logistics, and 911 dispatching for station operations and major events. She is currently pursuing her Bachelor of Arts in Public Administration, further strengthening her commitment to leadership, service, and effective public sector administration.



***Marisol Johnson, Risk & Compliance Specialist  
Finance, Technology & Operations***

Marisol Johnson has been with CSUSB since 2011 and currently serves as a Risk & Compliance Specialist. She integrates movement and wellness practices into her daily life and completed a 200-hour yoga teacher training in 2021. Marisol holds a BA in English from UC Riverside and an MA in Higher Education from the University of Redlands. She is passionate about promoting wellbeing through accessible, practical strategies.



***Mark Takahashi, Software Developer  
Finance, Technology & Operations***

Mark Takahashi is a Software Developer III at California State University, San Bernardino (CSUSB). He graduated from CSUSB in 2015 with a degree in Computer Systems. During his undergraduate studies, he worked for four years as a Student Assistant in the Santos Manuel Student Union, providing desktop support and technical assistance to staff and students.

After gaining additional experience, Mark returned to CSUSB as a staff member in 2017, where he has served in technology-focused roles supporting the university's systems and services. In his current role as a Software Developer III, he works with PeopleSoft and ServiceNow to develop, maintain, and enhance enterprise applications and business processes that support campus operations.



***Michael Casadonte, Director of Digital Transformation  
Finance, Technology & Operations***

Michael Casadonte serves as Director of Digital Transformation at California State University, San Bernardino, where he leads efforts to modernize the university's digital ecosystem through strategic web development and user-centered design. His work focuses on ensuring digital platforms are built on trusted data sources and deliver accurate, reliable content.

## BREAKOUT SESSION PRESENTERS



***Michael DeSalvio, Director of Environmental Health and Safety  
Finance, Technology & Operations***

Michael joined CSUSB in July 2020 and has over 15 years of experience in the EH&S field. As an alumni of the CSU, he specializes in applied biotechnology and regulatory affairs. In EH&S, Michael has had the opportunity to develop new systems and programming to help identify and reduce workplace injuries, including growing the workplace ergonomics program. He is passionate about supporting faculty and staff in the collective mission to support the success of our students and has developed new internship opportunities within Risk/EHS to support career pathways for CSUSB students.



***Miguel Martin, Energy and Sustainability Manager  
Finance, Technology & Operations***

Miguel Martin is a two-time CSUSB alumnus, earning a Bachelor of Arts in 2003 and a Master of Public Administration in 2017. Since joining CSUSB in 1998, he has served in a variety of roles across the university, including student assistant, project manager, and interim leadership positions. Currently serving as the Energy and Sustainability Manager in the Office of Sustainability, Miguel finds the role professionally and personally rewarding, allowing him to collaborate with diverse members of the campus community while serving an institution that has been an important part of his life for more than 25+ years.



***Pamela Moses, Ph.D., Organizational Change Facilitator  
Finance, Technology & Operations***

Pamela leads strategic planning and assessment efforts across non-academic divisions. She thrives at guiding teams through change, and looks forward to helping departments simplify, align, and thrive through Lean Six Sigma training and collaboration.



***Raymond Watts, Interim Vice President - University Advancement &  
Executive Director, CSUSB Philanthropic Foundation  
University Advancement***

Raymond W. Watts, CSPG serves as Interim Vice President for University Advancement and Executive Director of the CSUSB Philanthropic Foundation at California State University, San Bernardino. A seasoned higher education advancement leader, Ray has held senior philanthropic leadership roles at Claremont McKenna College and the University of Redlands, helping lead transformational fundraising campaigns and strategic initiatives. He holds degrees in English Literature and Business Administration from Loyola Marymount University, is a Certified Specialist in Planned Giving, and has taught leadership and management courses while presenting nationally on philanthropy, leadership, and organizational development.

## BREAKOUT SESSION PRESENTERS



***Saul Rodriguez, Environmental Health Safety Professional II***  
***Finance, Technology & Operations***

Saul Rodriguez joined CSUSB in October 2025 and brings over eight years of leadership experience in distribution operations, safety compliance, and team development. Currently working in Occupational Health and Safety, Saul is passionate about supporting employees by ensuring they have the tools, resources, and safe environment needed to achieve their career goals and succeed professionally.



***Steven Vasquez, Executive Director - Office of Civil Rights and Title IX***  
***Human Resources***

Steven Vasquez serves as the Title IX Coordinator and DHR Administrator for the Office of Civil Rights and Title IX at California State University, San Bernardino. Since joining CSUSB in September 2022, Steven has supported the University's civil rights compliance efforts, including matters involving discrimination, harassment, retaliation, Title IX, and related policy concerns. He brings extensive experience in investigations, compliance, and the application of civil rights standards in higher education. In his role, Steven works to promote fair, consistent, and informed responses to reports under the CSU Nondiscrimination Policy.



***Teresa Ethridge***  
***LifeMatters by Empathia***

Teresa Ethridge, Th.D., Ph.D., MFT, LPCC is CEO and Executive Director of Humanity Center 4 Change, where she leads mental health education, advocacy, and community outreach initiatives. A nationally recognized trainer, speaker, and Mental Health First Aid instructor, Dr. Ethridge has trained and certified more than 15,000 individuals as youth and adult Mental Health First Aid responders. With over 20 years of experience in mental health education and counseling, she is passionate about empowering individuals, organizations, and communities to recognize, respond to, and support mental health needs.



***Tyler Oviatt, Software Developer***  
***Finance, Technology & Operations***

Tyler Oviatt serves as a Software Developer II at California State University, San Bernardino, where he helps build and maintain digital workflow solutions that support campus operations. As one of the lead developers for the Optimize system, Tyler focuses on ServiceNow application development, automation, data integrations, and creating smoother user experiences across university systems.

Tyler began his CSUSB journey in 2022 as an Information Technology Consultant, working primarily in Cherwell development. In that role, he led development for Parking Services applications, supported HR-related projects, and helped maintain the campus Coyote ID / OneCard systems. His work bridges technical problem-solving with practical campus needs, helping modernize processes and improve the way students, faculty, and staff interact with university services.

# WORKSHOPS

## OPENING PRESENTATION

“CULTURE OF THRIVING”

*Presented by Vice President Robin Phillips, Dr. Kelly Campbell, and Dr. Nicole Arkadie*

**9:30am - 10:30am, SMSU SOUTH, EVENT CENTER A/B**

Culture of Thriving: Investing in People, Strengthening Community

What does it mean to create a workplace where employees feel valued, supported, and empowered to thrive? This interactive session explores CSUSB's Culture of Thriving initiative and the collaborative efforts underway to support learning, well-being, engagement, and connection across our campus community. Participants will hear from university leaders and contribute their own ideas for strengthening the employee experience at CSUSB.

### ADDITIONAL RESOURCES

<https://www.csusb.edu/human-resources>

<https://www.csusb.edu/strategic-plan>

<https://www.csusb.edu/diversity-equity-inclusion/dei-board>

<https://www.csusb.edu/diversity-equity-inclusion/culture-thriving>

## BREAKOUT SESSIONS

### Round #1: 11:00am - 11:50am

#### "ADDRESSING THE CHALLENGES OF PARENTHOOD AND PROFESSIONALISM"

*Presented by Teresa Ethridge, LifeMatters by Empathia*

*Location: SMSU South, Theater*

*Maximum Participants: 180*

*#LearnToLiveWell*

Do you struggle with balancing work and parenting? This session will provide practical tips for improving work-life balance. Content includes:

- Practical strategies for managing time and energy
- Self-care tips
- The importance of being flexible
- Knowing when to seek support

#### "ERGONOMICS THAT WORK: ASSESS, ADJUST, IMPROVE"

*Co-Presented By:*

*Saul Rodriguez, Environmental Health Safety Professional II*

*Michael DeSalvio, Director of Environmental Health and Safety*

*Location: SMSU South, West Skybox 210/211*

*Maximum Participants: 30*

*#LearnToLiveWell*

This session guides participants through an Ergonomic Self-Assessment to generate and understand their personal ergo score, including contributing factors and impacts. Attendees will learn proper workstation adjustments, explore do's and don'ts, and compare supportive versus poor seating. The goal is to show how small changes improve daily comfort and productivity, reinforced through practical examples, and workflow guidance.

#### "GROW WELL, LIVE GREEN: A HANDS-ON POTTING WORKSHOP"

*Presented by Miguel Martin, Energy and Sustainability Manager*

*Location: SMSU South, Atrium/Courtyard*

*Maximum Participants: 25*

*#LearnToLiveWell*

Join us for a relaxing, hands-on workshop where you'll learn how to pot and care for your own succulent while exploring the connection between plants, mindfulness, and sustainable living. Leave with a beautiful creation and simple practices to help you grow well and live green.



## **Round #1: 11:00am - 11:50am (continued)**

### **“HUMAN RESOURCES 101”**

#### **Co-Presented By:**

**Robin Phillips, Vice President - Human Resources & Senior Diversity Officer**

**Diane Maling, Manager, Payroll Services**

**Jovi Galarza, Manager, Classification & Compensation**

**Julio Arevalo, Director, Employment Services**

**Kalie King, Associate Director, Compliance and Strategic Initiatives**

**Kim Cota, Leave of Absence & ADA Specialist**

**Krista Shea, Analyst, Classification & Compensation**

**Sandra Davis, Director, Payroll & Benefits Services**

**Location: SMSU South, Fourplex 215/216**

**Maximum Participants: 50**

**#NavigateCSUSB**

Human Resources 101 at the LEARN Conference is an engaging and informative session designed to connect HR Liaisons from across divisions and colleges while strengthening collaboration, communication, and confidence in navigating HR processes within their areas. Whether you currently serve as an HR Liaison or simply want a better understanding of how Human Resources supports the university, this session is open to all interested attendees.

During this interactive 50-minute session, participants will gain practical insight into essential HR procedures, process awareness, and business process mapping across key Human Resources functions. Topics include Talent Acquisition, Student Employment, Administrative Services, Employee & Labor Relations, Payroll, Classification & Compensation, and other critical HR operations that support campus success.

Attendees will leave with a clearer understanding of HR workflows, helpful resources, and strategies for effectively partnering with Human Resources in their day-to-day roles. This is a valuable opportunity to expand your knowledge, ask questions, and build stronger connections with colleagues across campus.

### **“THE POWER OF CODING (AND DE-CODING) IN COMMUNICATION”**

**Presented by Raymond Watts, Interim Vice President - University Advancement &**

**Executive Director, CSUSB Philanthropic Foundation**

**Location: SMSU South, Fourplex 217/218**

**Maximum Participants: 50**

**#ConnectBeyond**

Using the work of scholar Wilbur Schramm as the foundation, this interactive session will look at the ways we code (and de-code) messages of all sorts. This session will change the way you think about the way you communicate and the way you interpret messages from others.

## Round #2: 1:00pm - 1:50pm

### “COMMUNICATION THAT WORKS: BUILDING STRONGER WORK RELATIONSHIPS”

**Presented by Dianna Montgomery, Employee & Labor Relations Business Partner**

**Location: SMSU South, Fourplex 215/216**

**#ConnectBeyond**

Effective workplace relationships are shaped by everyday interactions. This interactive session focuses on practical communication strategies that support respectful, productive peer-to-peer interactions. We will explore how civility, respect, and intentional communication can build trust, strengthen collaboration, reduce misunderstandings, and improve team dynamics. Participants will walk away with simple, practical tools to handle everyday interactions with more confidence and build stronger workplace relationships.

### “FROM COMPLIANCE TO EXCELLENCE”

**Presented by Kandy Liu, Executive Director - Audit & Advisory Services**

**Location: SMSU South, East Skybox 207/208**

**Maximum Participants: 30**

**#NavigateCSUSB**

Fostering a culture of ethics, risk awareness, and continuous improvement  
Objectives and learning outcomes: To guide university stakeholders in transitioning from a compliance-driven approach to one that fosters a culture of ethics, risk awareness, and continuous improvement at every level of the institution. The session will focus on practical strategies for embedding these principles into the fabric of university governance, with internal audit playing a key role in driving this cultural shift.

### “HOW TO BRING YOUR BEST SELF TO WORK”

**Presented by Teresa Ethridge, LifeMatters by Empathia**

**Location: SMSU South, Theater**

**Maximum Participants: 180**

**#GrowYourImpact**

This presentation addresses the importance of bringing your best self to work. It emphasizes strategies to enhance job performance, improve relationships and contribute positively to the workforce. Content includes:

- Self-awareness
- Positive mindset
- Work life balance
- Continuous learning
- Building relationships
- Health and Wellness

## **Round #2: 1:00pm - 1:50pm (continued)**

“RHYTHM RESET: A DJ DANCE BREAK FOR WORKPLACE WELLNESS”

**Co-Presented By:**

*Marisol Johnson, Risk & Compliance Specialist*

*Jorge Chilin, Workers' Compensation Program Manager*

*Location: SMSU South, Event Center C*

*Maximum Participants: 50*

[\*\*#LearnToLiveWell\*\*](#)

Step away from your desk and onto the dance floor. This high-energy session features a live DJ spinning feel-good music while participants move, groove, and recharge. Through simple, no-pressure dance activities, you'll boost your mood, shake off stress, and reconnect with your energy. No dance skills needed, just show up and have fun.

**Note: This session includes physical activity and/or movement. Comfortable clothing and appropriate footwear are strongly encouraged for those planning to participate.**

“UTILIZING THE CONTENT FRESHNESS REPORT TO KEEP YOUR WEBSITE ACCURATE AND UP-TO-DATE”

**Co-Presented By:**

*Michael Casadonte, Director of Digital Transformation*

*Brianna Wagner, Web Developer*

*Location: SMSU South, West Skybox 210/211*

[\*\*#NavigateCSUSB\*\*](#)

This session will showcase the new Content Freshness Report tool, highlighting how it supports content editors and website owners in maintaining accurate, relevant, and up-to-date web content. Web Services will also offer guidance on evaluating existing pages, including when to remove outdated content or pursue a broader site redesign. In addition, the session will cover strategies for writing clear, concise content that effectively communicates with all audiences.

## **Round #3: 2:00pm - 2:50pm**

**"BRING YOUR DREAMS TO LIFE: ALIGNING YOUR WORK WITH PASSION, PURPOSE, AND POSSIBILITY"**

**Co-Presented By:**

**Dr. Kelly Campbell, Vice Provost-Academic Programs**

**Lilly Landeros, Executive Assistant**

**Location: SMSU South, Fourplex 217/218**

**Maximum Participants: 50**

**#GrowYourImpact**

What did you once dream of becoming, and what still calls to you now? This interactive session invites participants to reconnect with their passions, identify the unique gifts they are meant to share, and explore how those strengths can show up more fully in their current work. Whether through job crafting, professional growth, or a new career path, participants will leave with practical steps to create a more meaningful and fulfilling work life.

**"GROW WELL, LIVE GREEN: A HANDS-ON POTTING WORKSHOP"  
(REPEAT SESSION)**

**Presented by Miguel Martin, Energy and Sustainability Manager**

**Location: SMSU South, Atrium/Courtyard**

**Maximum Participants: 25**

**#LearnToLiveWell**

Join us for a relaxing, hands-on workshop where you'll learn how to pot and care for your own succulent while exploring the connection between plants, mindfulness, and sustainable living. Leave with a beautiful creation and simple practices to help you grow well and live green.

**"IT'S YOUR LIBRARY, TOO! UNLOCKING THE TREASURES OF THE CSUSB LIBRARIES"**

**Presented by Isabel Guzman-Tepper, Librarian**

**Location: SMSU South, West Skybox 210/211**

**Maximum Participants: 30**

**#NavigateCSUSB**

Learn about all the wonderful resources for personal development, professional development, lifelong learning, and entertainment that every CSUSB employee has in the CSUSB Libraries.

## **Round #3: 2:00pm - 2:50pm (continued)**

“MAKE IT WORK – BETTER: CONTINUOUS IMPROVEMENT FOR EVERYDAY CAMPUS PROCESSES”

**Co-Presented By:**

***Pamela Moses, Ph.D., Organizational Change Facilitator***

***Kandy Liu, Executive Director - Audit & Advisory Services***

***Gerard Au, Chief Information Officer - Information Technology Services***

***Chris Bradney, Director - Strategic Technology Initiatives***

***Location: SMSU South, East Skybox 207/208***

***Maximum Participants: 30***

***#GrowYourImpact***

Campus work is full of processes, some smooth, others frustrating. This session introduces simple, practical strategies from continuous improvement and Lean Six Sigma to help participants see processes with a new lens and make meaningful improvements. Whether participants are new or familiar with Lean Six Sigma, they leave with actionable ideas to improve everyday processes for students, faculty, and staff.

“UNPLUGGING TO RECHARGE”

***Presented by Teresa Ethridge, LifeMatters by Empathia***

***Location: SMSU South, Theater***

***Maximum Participants: 180***

***#ConnectBeyond***

Social media apps and websites have many positive attributes, such as staying connected with loved ones around the world, kick-starting social movements, and providing an outlet for self-expression. However, is it possible that the time you spend scrolling is having a negative impact on your life? Content includes:

- The psychological impact of being plugged in 24/7
- Addressing unhealthy digital habits
- Strategies to unplug digitally and mentally & practical ways to reclaim a sense of work-life balance

## **Round #4: 3:00pm - 3:50pm (continued)**

### **"FROM DESK TO DANCE FLOOR: ENERGIZE, CONNECT, AND THRIVE WITH ZUMBA"**

***Presented By Joselyn Yap, Academic Budget & Planning Lead Analyst & Group Fitness Instructor***

***Location: SMSU South, Event Center C***

***Maximum Participants: 50***

***#LearnToLiveWell***

Show your Coyote spirit and step away from your desk for a fun, high-energy Zumba experience! This engaging wellness session invites faculty and staff to move, connect, and recharge while celebrating the vibrant CSUSB community. Through easy-to-follow dance fitness routines set to upbeat music, participants will boost their energy, relieve stress, and strengthen their commitment to personal well-being. No dance experience is needed—just bring your Coyote pride, positive energy, and enthusiasm as we come together to build wellness, connection, and community at LEARN 2026.

**Note: This session includes physical activity and/or movement. Comfortable clothing and appropriate footwear are strongly encouraged for those planning to participate.**

### **"HARASSMENT OR NOT? NAVIGATING CIVIL RIGHTS STANDARDS IN THE CSU"**

***Presented by Steven Vasquez, Executive Director - Office of Civil Rights and Title IX***

***Location: SMSU South, Fourplex 217/218***

***Maximum Participants: 50***

***#NavigateCSUSB***

Not every difficult, upsetting, or inappropriate interaction constitutes harassment under the CSU Nondiscrimination Policy. This session will help attendees better understand when reported conduct may rise to the level of discrimination, harassment, or hostile environment based on a protected status, and when concerns may be more appropriately addressed through other campus resources or workplace/student support processes. Through practical examples and plain-language guidance, participants will learn how to identify key civil rights concepts, avoid common misunderstandings, and make more informed referrals to the appropriate campus office. This session is especially valuable for supervisors, faculty, staff, and others who receive concerns from students or employees and want to respond accurately, supportively, and consistently with CSU standards.

## Round #4: 3:00pm - 3:50pm (continued)

“LEARN IN MOTION: SPIN & WELLNESS AT CSUSB”

**Co-Presented By:**

*Jodi Buckley, Facilities Administrative Services Lead*

*Christina Rivera, Project Manager - Facilities Planning, Design & Construction*

*Jasmine Curtis, Fitness Coordinator*

*Location: Recreation & Wellness, Room 203*

*Maximum Participants: 12*

[#LearnToLiveWell](#)

In collaboration with the Rec & Wellness Center, this interactive spin session invites staff to explore campus fitness offerings in a fun, supportive, and welcoming environment. Led by a CSUSB staff member and certified Spin Instructor, the session will introduce basic bike setup and mechanics, followed by short, optional ride segments designed for all experience levels. No prior spin experience required just a chance to move, connect, and learn about campus wellness resources.

**Note: This session includes physical activity and/or movement. Comfortable clothing and appropriate footwear are strongly encouraged for those planning to participate.**

“OPTIMIZE: IMPROVING WORKPLACE EFFICIENCY THROUGH AUTOMATION AND CENTRALIZED SERVICES”

**Co-Presented By:**

*Tyler Oviatt, Software Developer*

*Andrew Beechko, Software Developer*

*Mark Takahashi, Software Developer*

*Location: SMSU South, Fourplex 215/216*

*Maximum Participants: 50*

[#NavigateCSUSB](#)

This presentation will provide a high-level overview of how Optimize is helping departments improve day to day work by replacing manual, hard to follow processes with centralized and automated workflows. Rather than focusing on the development team’s technical implementation, this session will highlight how technology can support better workplace practices: Including improved organization, clearer communication, faster turnaround times, and more consistent processes across teams. We’ll walk through how Optimize brings together multiple services such as general ticketing, email intake, special request workflows, and custom applications (including access management through General Tickets, CIA, and HR processes like student rehire) into a single, streamlined experience. These tools streamline back and forth communication, simplify approvals, and give departments better visibility into their work. We’ll also share the growth in departments onboarded since go-live and include brief perspectives from campus partners on how Optimize has improved their workflows and reduced administrative overhead.

## **Round #4: 3:00pm - 3:50pm (continued)**

**"OWN YOUR IMPACT: CULTIVATING ACCOUNTABILITY FOR PROFESSIONAL AND PERSONAL GROWTH"**

***Presented by Teresa Ethridge, LifeMatters by Empathia***

***Location: SMSU South, Theater***

***Maximum Participants: 180***

***#GrowYourImpact***

This session explores the profound power of personal accountability. Content includes:

- What it means to be accountable
- Actionable techniques to move beyond fault-finding
- Embracing ownership of challenges and successes
- Choices to promote growth

# SPECIAL THANKS

TO ALL WHO CONTRIBUTED TO LEARN 2026!

## PLANNING COMMITTEE

- *Alicia Gee, Strategic Enrollment Management & Marketing / Staff Council*
- *Ana Liza Zell, Human Resources*
- *Emily Alvarez, Human Resources*
- *Emely Ortega, Human Resources*
- *Ginger Ralston, Finance, Technology, & Operations*
- *Grace Borbe, Academic Affairs*
- *Jackie Aranda-Aguayo, Strategic Enrollment Management & Marketing*
- *Jodi Buckley, Finance, Technology, & Operations*
- *Kalie King, Human Resources*
- *Khalil Dajani, Academic Affairs*
- *LeSondra Jones, Academic Affairs*
- *Maricarmen Martinez-Solano, Student Affairs*
- *Reneisha Wilkes, Student Affairs*
- *Sara Garcia, Human Resources*
- *Sunny Lin, Finance, Technology, & Operations*
- *Taylor Adams, Finance, Technology, & Operations*
- *Victoria Hernandez, Human Resources*

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- Office of Marketing & Communications
- Parking & Transportation Services
- Performing Arts Center
- Printing Services
- Robert and Frances Fullerton Museum of Art (RAFFMA)
- Recreation & Wellness
- Risk Management / Environmental Health & Safety
- Santos Manuel Student Union
- Special Events & Guest Services
- Staff Council
- University Enterprises Corporation
- Yotie Eats

# LEARN 2026 ASSESSMENT

PROVIDE US WITH FEEDBACK!



Scan the QR code with your mobile device  
to provide us with feedback, or visit the online assessment.

[https://csusb.az1.qualtrics.com/jfe/form/SV\\_5uNHBjlbBSdTXDM](https://csusb.az1.qualtrics.com/jfe/form/SV_5uNHBjlbBSdTXDM)

