

Culture of Thriving Committee Members

*** Mark Agars**

Professor of Psychology; Director, Institute for Child Development and Family Relations

I have been a part of the CSUSB community since 1999, when I joined as a member of the Psychology Department faculty. Since that time I have also served in various administrative roles, including the last 13 years as Director of the Institute of Child Development and Family Relations. CSUSB is a special place, and I believe we are all responsible for contributing to and cultivating that experience for all members of the community. I believe deeply in the value of a supportive, collegial, and affirming campus culture, and I am excited to work with colleagues who share this vision and seek to put community first.

♣ Taylor Adams

Supervising Electrician, Facilities

I joined CSUSB in 2014 as an electrician and have witnessed firsthand how collective effort and shared purpose can drive meaningful change. I am deeply committed to CSUSB's mission of student success and believe it is realized most fully when our employees are empowered, supported, and inspired to do their best work. My vision is to help cultivate a campus culture where every member of our community feels valued, heard, and connected—working together across roles and disciplines to strengthen CSUSB's future and expand its impact

*** Alisha Beal**

Executive Director, Employee and Labor Relations, Human Resources Division

I have worked at CSUSB since 2015 and have been part of the CSU community as both an employee and a student for over 25 years. Having served and learned across multiple campuses, I deeply value the role a positive, collegial, and inclusive environment plays in employee well-being and student success. I am passionate about this work because when individuality and diverse perspectives are genuinely welcomed, people feel connected to one another, to the university's mission, and to the students we serve.

* Denotes appointed due to expertise or role

+ Denotes representing a group

♣ Joined via call to campus

Kelly Campbell**Vice Provost for Academic Affairs; Senior Diversity Officer**

I joined CSUSB in 2008 as an assistant professor of psychology and, over time, observed changes in our campus climate that highlighted the need for culture-building. What makes this campus amazing is our shared commitment to student success; it connects and motivates us! I want to build on this strength and optimize the work environment for faculty and staff. My approach is grounded in my background as a relationships scientist and a focus on positive psychology. In my current role, I am closely connected to the data demonstrating the need for culture-change and have access to the infrastructure to support it.

♣ Dorothy Chen**Nutritional Science and Dietetics Program Coordinator, Department of Health Science and Human Ecology**

I am now a professor emeritus, in my first year of FERP, after teaching at CSUSB for 33 years. I love this campus community members and students. Over the years, I see many faculty and staff trying to balance academic and personal lives and sometimes feeling overwhelmed and stressed. I hope to provide services to campus community members to provide them with the opportunities to reduce stress and work effectively. If there is anything I and the committee members can assist anyone, please feel free to reach out to us.

+ Jacqueline Coyle Shapiro**Professor of Management, Jack H. Brown College of Business and Public Administration**

I joined CSUSB in 2019 as Professor in Organizational Behavior and Leadership. What influenced my decision to join was the potential to have impact and make a difference in the lives of others. There is unrealized potential throughout the campus that needs to be harnessed and cultivated through culture change. I currently sit on the Executive Committee of Faculty Senate and I see progress, which gives me confidence that we can proactively take charge of our destiny within the broader CSU system.

+ Lisa Gordon**Administrative Support Coordinator II, Departments of Marketing & Accounting and Finance.**

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I began my career in Human Resources on campus in 2004, working with UEC and Stateside, where I facilitated diversity training and orientation sessions. My interest in DEI focuses on disabilities and racial inequity. As a mixed-race woman, I have experienced many challenges related to being misunderstood or underestimated, especially when it comes to bringing people together. As a person with my own disabilities, I have worked to support those struggling to feel part of the campus community and at large. I aim to build a team rooted in kindness and compassion, values I strive to live by daily. I believe these qualities are what the world needs most today.

♣ Christina Hassija

Dean, College of Social and Behavioral Sciences

I joined CSUSB as a faculty member in the Psychology Department in 2013. I am a clinical psychologist and deeply committed to empowering individuals to heal, grow, and thrive. I am naturally drawn to identifying where structures can be improved and to creating conditions that support trust, fairness, accountability, and the success of faculty, staff, and students. In all of my roles at CSUSB, my students and colleagues have continually inspired me, reaffirming my identity as both an educator and a leader who believes deeply in people's potential and ability to access support and opportunities to facilitate goal-fulfillment. At the same time, I have witnessed longstanding cultural challenges on our campus that affect equity, morale, and our collective ability to thrive. While these realities have been difficult to observe, they have strengthened my resolve to use my experience, values, and leadership opportunities to contribute to meaningful, lasting change and to help build a campus culture where individuals feel valued, supported, and empowered to do their best work.

♣ Kalie King

Associate Director, Compliance & Strategic Initiatives; Human Resources

I am interested in DEI related work because I recognize that as a white, straight woman in America, I benefit from systems that were not designed to serve everyone equally. This awareness motivates me to examine how power, policies, and organizational practices can unintentionally exclude or harm others, even when intentions are good. I am drawn to this work because I believe thriving cultures are built through intentional strategy, shared accountability, and the inclusion of diverse lived experiences in decision-making. Engaging in DEI and strategic planning through the Culture of Thriving task force allows me to leverage my positional privilege to ask better questions, challenge the status quo, and support more equitable outcomes. Ultimately, this work

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aligns with my personal values of continuous learning and contributing to environments where all people can belong, grow, and succeed.

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♣ Blaise Morita

Project Coordinator, Information Technology Services

I am interested in the Culture of Thriving because it centers people, purpose, and sustainability rather than burnout and maintenance. I want to help create meaningful change within the university by reimagining how systems, policies, and daily practices can better support students and staff. Technology plays a critical role in this work, not as a replacement for human connection, but as a tool to remove barriers, increase access, and enable smarter, more equitable decision-making. A culture of thriving, supported by thoughtful use of technology, allows institutions to move from simply functioning to truly flourishing.

♣ Bradford Owen

Associate Vice President for Faculty Development

I began my career at CSUSB in 2007 as an assistant professor in Communication Studies, was promoted to full professor in 2018, and served two years as interim department chair before moving to administration in ITS in 2019 and in Academic Affairs in 2022. These experiences have shown me how essential it is to cultivate goodwill and trust among faculty and between faculty and administrators, even when that work is difficult within the realities of institutional constraints and ubiquitous human foibles. I am motivated to see this committee succeed since it is a rare formal effort explicitly dedicated to employees' well-being and positive relationships.

*** Robin Phillips**

Vice President for Human Resources; Senior Diversity Officer

I am proud to serve as the first Vice President of Human Resources at California State University, San Bernardino, a position I started in 2022 after more than 30 years of leadership in public and nonprofit organizations. My approach to human resources centers on a strong commitment to weaving diversity, equity, and inclusion into every part of our people and organizational practices. I believe people are the heart of any successful organization. When employees feel supported, valued, and empowered, institutions can truly thrive. This belief drives my passion for building a Culture of Thriving, based on belonging, purpose, and opportunity, where everyone can bring their whole selves to work and make a real difference to our success. I am excited and honored to be a part of the CSUSB Culture of Thriving Committee.

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♣ John Reitzel

Chair, Educational Policy and Resources Committee, School of Criminology & Criminal Justice

I am an Associate Professor of Criminology at CSUSB, where I have taught for over a decade. My work is grounded in questions of justice as fairness, inequality, and institutional responsibility. My interest in this committee grows from both the commitment and lived experience navigating how to sustain meaningful work, care, and purpose amid ongoing professional and personal demands. I am excited about having this opportunity to contribute to conversations about building an institution that supports thriving in ways that are realistic, humane, and attentive to structural conditions, not just individual resilience.

♣ Jennifer Sorenson

Chief Administrative Officer, Finance, Technology & Operations

I am a proud San Bernardino native whose family has been transformed by the work of our campus. I joined our campus community as an administrator in 2016 and have built my career in higher education because I believe deeply in the impact institutions of higher education can have when people work together with purpose. I value strong teams and the meaningful work that becomes possible when collaboration and trust are at the center of our culture. I'm solutions-oriented and motivated by continuous improvement, which is why I'm passionate about strengthening campus culture in ways that help people—and our institution—thrive.

*** Ted Young**

Associate Provost for Faculty Affairs and Development

I am part of the Culture of Thriving because I believe in the importance of cultivating a supportive, respectful and inclusive environment for the entire campus community. I began teaching at the college level more than 40 years ago and have been a full-time administrator for a quarter century. Over the course of those years, I have had the honor to work with and learn from some truly inspiring educators, yet also have witnessed some corrosive behaviors. This initiative represents an opportunity to enhance civil discourse among ourselves and hopefully share our insights beyond the university space. Personally and professionally, I want to participate in this journey.

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