



*This month's column is provided to you by Sarah Clegg, Director of Title IX & HR Compliance Services. Enjoy!*

Summer is here! The effort and hard work of our students has reached its fruition as we say goodbye and congratulations to the recent graduating classes. Our remaining students have gone home and the campus is quiet. Do you

consider summer a time for rest or a time to get ahead? Many people I've spoken to on campus use summer to work on projects that they otherwise didn't have time for during the busy spring or fall semesters. Or their summers are spent prepping and working with the incoming classes of students through Orientation or Summer Bridge. All in all, Sonoma State is a great place to be this summer!

Title IX Services is staying busy this summer. As you may have read, California is changing the way student sexual misconduct investigations are resolved. As we go through that transition, Title IX Services will be spending the summer ensuring that we have rooms available that are technologically equipped to serve as hearing rooms for Title IX cases. We're also converting space in International Hall into a new lactation facility for students and employees that are nursing. Additionally, we are recruiting and training new Title IX Interns and creating a bystander intervention program. Lastly...TRAINING. We are fortunate to have been invited to provide training for many groups on campus. If your department is interested in training on Title IX or Discrimination, Harassment or Retaliation (DHR) topics we have several presentation options, and can customize a presentation for your particular needs. Please feel free to use our [Title IX Training/Education Request Form](#) to request a training presentation. As always, if you have questions regarding Title IX Services and how we can assist you, please email me at [cleggs@sonoma.edu](mailto:cleggs@sonoma.edu). Wishing you all a safe, happy, and productive summer!



**LOOK AT THE THINGS WE'RE DOING!**

- David Crozier was recently named Vice Chair for the CSU Financial Officer Association (FOA)
- Megan Varnadore received her Master's in Business Administration (MBA) in May!
- Teamwork in action! Mark Utarid received a call on May 1st reporting baby ducks falling in the large storm drain in the Beaujolais pond. Plumbing shop team Raul Macias, Scott Drum, Brian Schneider and Eric Seder, along with Carpenters Rich Parker and John Akrop worked to save the ducklings. The next day, though, they were back in the drain! Shawn Potts was notified and Building Service Engineer (BSE) Davide Furtado and Rich Parker again were able to save the ducklings. Davide ordered a stainless steel sheet metal plate to block the ducks from falling into the drain. Davide and Carpenter Jordan Lundberg were able to install it, preventing further possible harm to the ducklings. I'm sure Mama duck quacked her delighted!



- Sonoma State won the Silver Medal for Excellence in Financial Reporting from the Chancellor's Office. SSU was second out of 23 campuses achieving excellence in Legal basis financial reporting! Nikki Anderson acknowledged everyone's efforts are instrumental in receiving this award and she graciously received the award on behalf of our campus. Way to go team!



- Colin Perry was sworn in as a US Citizen on May 15. He had taken his citizenship test on March 20, where he scored 100%.
- Angelina Sales is on maternity leave. They are expecting their first child, a baby girl, on June 8.

Does someone you know deserve a shoutout, some recognition, acknowledgement? Have some news to share or an idea for this newsletter? Please send to [alicia.hodenfield@sonoma.edu](mailto:alicia.hodenfield@sonoma.edu)

## What's happening on/around campus?

June 6 11:30am-1:30pm - Ribbon Cutting Ceremony at Marina Crossing Apartments

June 28 11am-1pm  
Fiscal Year End Celebration  
(see details below!)

Movies at the Green! - June 29  
"Spider-man into the Spider-verse" and  
"Captain Marvel"



If you follow Sonoma State University Police Department on twitter, you already know they now have in service an electric Police motorcycle. Way to support our sustainability efforts UPD! Follow them on twitter: @SonomaStatePD



## The 2018/2019 fiscal year ends and a new fiscal year begins!

In celebration of all the work required to accomplish and close the 2018/19 fiscal year, we will once again host a celebration for all campus to participate in! Please bring something to share for up to 10 people, that can be dipped in chocolate - white, milk and dark - cookies, fruit, marshmallows, potato chips... let your creativity shine!

Please sign up at our [signup genius page](#).

The event will be Friday, June 28 11am-1pm, A & F Suite, 2nd floor Salazar Hall - in and around Conference Room A!



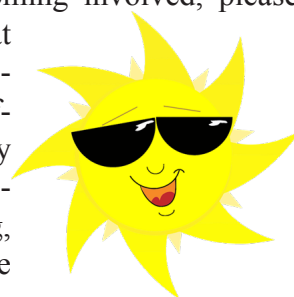
## Sustainability Corner

The President's Sustainability Advisory Council has been formed to replace the Sustainability Executive Committee. This change moves the group into alignment with similar groups on campus and creates more accountability in roles, responsibility, and membership. Four sub-councils will be created and include Carbon, Resilience, Academics and Marketing, Communications, and Outreach. Carbon, Resilience, and Academics are the main pillars of the Climate Action Commitment while Marketing, Communications, and Outreach has been identified to best share information. The scope and role of each sub-council will be posted on the [Sustainable SSU webpage](#), once they are finalized.

The efforts related to the Carbon sub-council will include thinking of ways to reduce energy use, waste production, and how to become carbon neutral or negative, through tree planting and related measures. Trees and plants, in general, absorb carbon dioxide and in doing so reduce the total amount of greenhouse gases, a process known as carbon sequestration. While we cannot reduce or eliminate ALL energy use, we can use energy sources that do not discharge carbon. Sources like solar, wind, and water energy. Buying local not only helps the local economy it also means less carbon was required to deliver a given product. The Carbon sub-council will have working groups focused on the following topics: energy use, transportation, landscape (for both water conservation and adding plants and trees to aid in carbon sequestration), solid waste reduction, and purchasing. The goal is to have enough of our community engaged in the process so it is manageable for all of us. You are the experts in your respective area, supporting SSU, and therefore are critical to finding solutions. While I can communicate goals and objectives, each of you are needed to figure out the "how".

If you are interested in becoming involved, please email me to let me know what area you are interested in helping. This type of focus and effort will become a normal way of life just like trying to be responsible with your spending, we all need to learn the true cost of our decisions on the environment and future generations.

--- Craig Dawson, Director, Operational Sustainability  
[craig.dawson@sonoma.edu](mailto:craig.dawson@sonoma.edu)





Tiffany Perry is the recipient of our spotlight shining this month! She's one of those dynamic people who initially seems quiet, but you soon find out, she

knows her stuff and she's got a lot going on!

Tiffany has lived in a few places before landing in Sonoma County. She's lived in Texas, Southern California and England prior to coming to Sonoma State University as a student. She graduated with a double major, English and Women's and Gender Studies, in 2008. And she received her MPA in 2016. She's focused and determined and is excited to apply what she has learned, and continues to learn, in her various positions on campus. She worked as a student employee, working up to a lead position, and was hired as an employee prior to graduation to run Charlie Brown's Café and Toast. She is currently serving in the Seawolf Service Center as a Customer Service Specialist/Administrative Analyst and has been in that position since 2010. She also serves as the Vice President for her Homeowners Association and is happy to report she purchased her own home in 2011. No small feat in Sonoma County!

In her spare time, Tiffany enjoys hiking with the regional parks and the coast being some of her favorite places to explore. She's more of a cooler weather person so the coast works nearly year round. Travel is also something she very much enjoys – having lived in England, she had many opportunities to travel in Europe and would love to return to Italy. Kauai, Canada, and the parts of Europe she hasn't yet seen, are also on her list of places to go. Tiffany also appreciates how close we are to the City. Having access to the museums, fun restaurants, and the airport – her ticket to International travel.

Tiffany lived in England from ages 12-18 and lived about 20 minutes, by train, from London. She attributes her schooling in England to providing her with a more worldly view and access to diversity and as a teenager was very independent and could explore London and surrounding areas as she wanted.

Tiffany says the Seawolf Service Center (SSC) department is a great team to be a part of - they have lots of potlucks and celebrations – for birthdays, for their students, etc. – food is always a great team builder! But truly, everyone wears many hats, and each person brings their strengths to the group. They combine

those strengths and allow each other to shine. One of the neat things about working for the department is how they not only get to work with students, and their families, but they get to develop relationships with faculty and staff throughout campus. Sure, they have helicopter parents that hover and want information, and she has developed the skills and the tools needed to help direct the conversation so that the parents are getting what they need and the students still have their autonomy and giving them the tools to forge on their own. And they get to see students throughout their college career, picking up paychecks, keys, id cards, etc. and seeing them graduate is even more meaningful. Having served on several campus search committees has also provided opportunities to meet new people on campus as well as be a part of helping to improve the University by recommending quality candidates. When I asked about the thing she would change, if she could, she mentioned she'd like to see more online workflow processes. And she acknowledged they are starting to happen and these tools will only make us better and more efficient.

Elizabeth O'Brien, Director for the Seawolf Service Center says, "Tiffany consistently demonstrates a high level of integrity, professionalism, and knowledge in her daily work and in her interactions with the campus community. She is dedicated, always willing to assist her co-workers, thinks logically on her feet, and is fantastic at documenting business processes. In a nutshell, Tiffany is a great asset to the Seawolf Service Center team and to SSU!"

We are lucky to have Tiffany on our team. She's knowledgeable, efficient and thinks not only in terms of what's happening right now, but outside of the box to help make us all even better.



### The Seawolf Commitment

As a Seawolf, I will commit myself to the Highest Ethical Standards:

**INTEGRITY** I will conduct myself with integrity in my dealings with students, staff and faculty,

**EXCELLENCE** I will strive for excellence in my academic work and relationships,

**RESPECT** I will respect the rights and dignity of others,

**RESPONSIBILITY** I will accept the responsibility to conduct myself as an ethical member of my community



# Welcome Aboard!

Corbin Roens	Student Center Operations
Eric Center	Culinary Services
Adriana Burnett	Receipts Receivables
Noelle Fisette	Employee Relations Compliance Services

As of April 2019



Jared Chasey	Athletics
Kimberly Lillo	Employment Services
Sergio Ortega	Housekeeping
Alison Schneider	Culinary Services
Joe Flocchini	Operations and Engineering
Megan Varnadore	Parking
David Salinas	Housekeeping
Steven Motley	Operations and Engineering
Patricia Simmons	Purchasing
Raymond Blabon	Culinary Services
Ellen Crockett	Parking

April 2019

## Work (and Play) Smarter!

The National Safety Council (NSC) works to prevent deaths at home, work and in communities. They have some great tips to help make our summers safer!

- Be sure to drink lots of water and if you're outdoors, where protective clothing and take breaks from the sun.
- Mosquitoes are not just a nuisance, they can also transmit illnesses like Zika Virus and West Nile Virus. Use a repellent and make sure you don't have breeding grounds, anywhere there is standing water. Be sure to check unused pots or watering cans.
- Most fireworks are limited for personal use in Sonoma County. Fireworks not only can cause fires, they can cause serious injury. Always practice safety, and have a bucket of water nearby to extinguish used items to prevent sparks igniting dry grasses and structures.



For more details and tips visit the [NSC Summer Safety Tips page](#).

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## More Congratulations to the following student employees in our division. Class of 2019

### ENTREPRENEURIAL ACTIVITIES

*Culinary Services*  
Jessica Stillings  
Carina Greer



We are all so very proud of you! The very best to you and all your future endeavors!



## Strategic Plan: In Action

Under the Strategic Plan priority of Leadership Cultivation, our division goals include the goal "Ensure clear and inclusive communication." What is clear, and what is inclusive communication? One way to define clear communication is expressing your ideas, thoughts, feedback, needs, etc. using language that is accessible to all. For instance, when using acronyms or abbreviations, it is helpful to have these spelled out, at least initially. Refrain from using jargon or industry specific words that may be lost on the reader/listener. Have a peer from outside your specific area proofread your emails, letters, presentations, etc. Know your audience - do they already have an understanding of the subject matter? Are you introducing a relatively new subject matter to them? Be succinct, brief and to the point where you can.

There are over 70 courses in the CSU Learn System on Communication Skills alone – titles including "Clarity and Conciseness in Business Writing", "Creating Well-constructed Sentences", "How Culture Impacts Communication", "Planning an Effective Presentation" and so many more. Many of these tutorials are 30 minutes or less and they are free for you to access.

If you have questions or need more information about how to access these tools, please email [ssutrainig@sonoma.edu](mailto:ssutrainig@sonoma.edu).



## Recreation Center Building Signage

**OCCUPANCY SENSORS**

Occupancy sensors inside our locker rooms, restrooms and offices turn on and stay on when movement is detected. **Only after no movement is detected for a preset amount of time will the lights turn off.** These sensors allow for energy to **only be used when needed.**

**SUSTAINABILITY** Marker

**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY

**CONCRETE BLOCKS**

The Campus Recreation building is built with **96,000 hand-laid Concrete Masonry Units (CMUs).** These blocks **provide thermal mass** to keep the temperature inside the building from fluctuating.

**SUSTAINABILITY** Marker

**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY

**HYDRONIC RADIANT FLOOR HEATING**

**Underneath the floor,** thousands of feet of tubing run through the building carrying warm water from a central boiler located inside the building. **Warm air rises to heat up the space** as the cooled off water returns to the boiler to be reused. **Because heat rises,** it is far more efficient to heat a space of this size **from the bottom up.**

**SUSTAINABILITY** Marker

**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY

**MAPLE FLOORING**

The flooring in both of our gyms as well as our studios is Smart Wood Certified. This means that it was **harvested and manufactured using environmentally and socially responsible forestry practices.** The finish is water-based in order to reduce VOC's in the building. **Conservation of biodiversity was a high priority during production.**

**SUSTAINABILITY** Marker

**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY

**WINDOWS**

A south facing lobby and no west facing windows prevents excess heat in our building. Overhangs shade windows from high summer sun, but not the lower winter sun. **South facing windows save up to 60% of energy costs.** Low e-glazing on all of our windows keeps a stable temperature inside the building by blocking heat, **but allowing light to enter.**

**SUSTAINABILITY** Marker

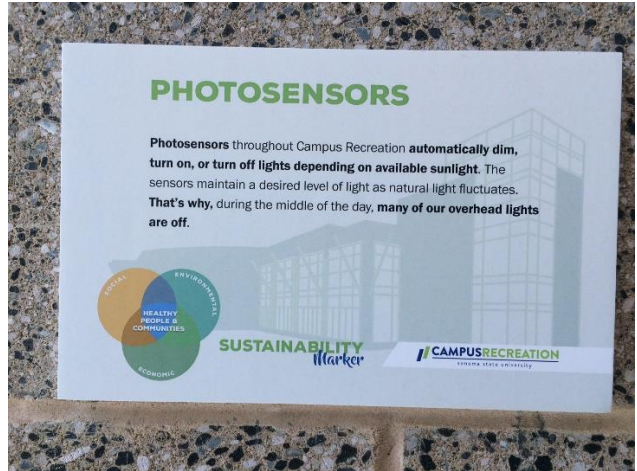
**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY

**TABLES**

This colorful glass table was made with **over 80% recycled content.** Shredded glass scraps, curbside recycling, and post-industrial glass were all diverted from landfills in Alameda County to be included in this tabletop.

**SUSTAINABILITY** Marker

**CAMPUSRECREATION**  
THE STATE COLLEGE UNIVERSITY



**Sustainable Grounds Signage at different locations of the University**



