THE UNIVERSITY OF ARIZONA

Classified Staff Council

2017
CROSSROADS CONFERENCE

Exploring the Possibilities

FRIDAY - MAY 19, 2017
JW Marriott Starr Pass Resort & Spa
Classified Staff Council Executive Board

Christina Rocha
Chair
Accountant, Senior - RDI Business Services

Angelina Toledo
Administrative Vice-Chair
Administrative Associate - Residence Life

Janet Gurton
Acting Executive Vice-Chair
and
Parliamentarian/Historian
Business Analyst Principal - FSO-Financial Management

Katie-Lynne Franks
Recording Secretary
Fellowship Program Coordinator - College of Pharmacy

Sylvia Ibarra
Treasurer
Administrative Assistant - Dean of Students Office
ABOUT YOUR CLASSIFIED STAFF COUNCIL

MISSION STATEMENT
The University of Arizona Classified Staff Council (CSC) exists to serve as an advocate and resource to all classified staff.

CSC Membership on Significant Committees

- Appointed Professional Advisory Council
- Campus Recreation Advisory Board
- Campus Emergency Response Team
- Childcare RFI Review Committee
- Commission on the Status of Women
- Communications & Marketing
- Crossroads Conference
- Emergency Employee Fund
- Emily Krauz Endowment Scholarship
- Employee Recognition/On Our Own Time
- Faculty Senate
- Human Resources
- Legislative Advocate
- Membership Liaisons
- Naming Committee
- Parking and Transportation Services Advisory Board
- President’s Cabinet
- Programming Committee
- Staff Appreciation Event
- Strategic Planning Budget Advisory Committee
- Stuff the CatTran
- Tri-University Classified Staff Executive Board
- UA Retiree Association
- University Hearing Board
## PROGRAM

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<th>Time</th>
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<tr>
<td>8:00-9:00</td>
<td><strong>Registration</strong> Continental Breakfast &amp; Vendor Networking</td>
<td>Arizona Ballroom</td>
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<tr>
<td>9:00-9:15</td>
<td><strong>Welcome/Announcements</strong></td>
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<tr>
<td>9:15-9:45</td>
<td><strong>Opening Keynote Speaker:</strong> <em>Dr. Allison Vaillancourt</em></td>
<td>Arizona Ballroom</td>
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<tr>
<td>9:45-10:00</td>
<td><strong>Transition to Workshops/Session I</strong></td>
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<td>10:00-11:00</td>
<td><strong>Training Workshops/Session I</strong></td>
<td>Salon 2-Salon 12</td>
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<tr>
<td>10:00</td>
<td>Conflict Management Strategies for Success in the Workplace</td>
<td>Salon 2</td>
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<td>10:00</td>
<td>Retirement Planning – Explore the Possibilities</td>
<td>Salon 3</td>
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<td>10:00</td>
<td>Legislative Advocacy</td>
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<td>10:00</td>
<td>Groovy Grains: The Science Behind Why We Need To Make Our Grains Whole</td>
<td>Salon 5</td>
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<td>10:00</td>
<td>Yoga</td>
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<td>10:00</td>
<td>Active Shooter Safety Practices</td>
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<td>Developing Me</td>
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<tr>
<td>11:00-11:15</td>
<td><strong>Transition to Workshops/ Session II</strong></td>
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<tr>
<td>11:15-12:15</td>
<td><strong>Training Workshops/Session II</strong></td>
<td>Salon 1-Salon 12</td>
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<tr>
<td>11:15</td>
<td>Communicating Well on a Multi-Generational Campus</td>
<td>Salon 1</td>
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<td>Cybersecurity and You</td>
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<td>11:15</td>
<td>Developing Me</td>
<td>Salon 12</td>
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<tr>
<td>12:15-1:30</td>
<td><strong>BUFFET LUNCH</strong></td>
<td>Arizona Ballroom</td>
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<tr>
<td>1:30-1:45</td>
<td><strong>Transition to Workshops/ Session III</strong></td>
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<tr>
<td>1:45-2:45</td>
<td><strong>Training Workshops/Session III</strong></td>
<td>Salon 1-Salon 12</td>
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<td>CPR Training</td>
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<td>Salon 12</td>
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<td>2:45-3:00</td>
<td><strong>Transition to Closing Keynote and Closing</strong></td>
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<tr>
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<td><strong>Closing Keynote Speaker:</strong> <em>Dr. Joaquin Ruiz</em></td>
<td>Arizona Ballroom</td>
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<tr>
<td>3:30-4:00</td>
<td>Closing Announcements, Door Prizes and Adjournment</td>
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Opening Keynote Speaker

Dr. Allison Vaillancourt
*Vice President, Business Affairs & Human Resources*

Allison Vaillancourt, PhD serves as Vice President of Business Affairs & Human Resources at the University of Arizona. In addition to serving as the University of Arizona’s chief HR officer, Allison oversees Arizona Public Media radio and TV stations and the Risk Management Division. She is part of the leadership team developing the Banner Health/University of Arizona partnership and she holds faculty appointments in the UA School of Government & Public Policy and the Honors College.

Under Allison’s guidance, the University of Arizona has been nationally recognized for building a community of leaders; creating an inclusive organizational culture; offering award-winning work/life programs; and harnessing the wisdom of faculty, staff, students, and community members to inform policies, programs, and administrative simplicity initiatives.

Allison believes the best ideas come from what she calls, “the power of our people” and she regularly engages with the members of the University to ensure their voices are considered when crafting policy and programs.
Closing Keynote Speaker

**Dr. Joaquin Ruiz**  
*Vice President for Innovation; Dean of the College of Science; Thomas R. Brown Chair and Director of Biosphere 2; Professor of Geosciences*

Joaquin Ruiz received his BS in Geology and BS in Chemistry at the University of Miami in 1977. He received his MS and PhD in Geology from the University of Michigan in 1980 and 1983, respectively. From 1982 to 1983 he was Assistant Professor at the University of Miami. In 1983 he joined the University of Arizona Geosciences Department as Assistant Professor and was promoted to Associate Professor in 1989 and Professor in 1993. He served as head of the Department of Geosciences from 1995 to 2000. He was appointed Dean of the College of Science in 2000, Executive Dean of the Colleges of Letters, Arts and Science in 2009, and Vice President for Innovation in 2013. He is also the Thomas R. Brown Chair and Director of Biosphere 2. Dr. Ruiz served as President of the Geological Society of America (2010-2011). He is also a Fellow of the Society of Economic Geologists, and a member of the American Geophysical Union, the American Chemical Society, the Geochemical Society, and the National Research Council of the National Academies of Science. He is a member of the Mexican Academy of Sciences and the Governing Board of the Instituto Nacional de Astronomia, Optica y Electronica in Mexico. He has served as Secretary of the Volcanology Section of the American Geophysical Union, Councillor of the Geological Society of America, and as a National Science Foundation Panel Member for the Instrumentation and Facilities Program and the Centers for Excellence in Science and Technology Program. He has served as Associate Editor of the American Journal of Science, Geology, Revista, and Geofísica International of the Institute of Geology, UNAM. As a scientist with equal abilities in chemistry and in geology, Dr. Ruiz addresses many first-order problems in the Earth Sciences, such as the development of new isotope systems for studying ore deposits and the tectonic processes involved in the growth and evolution of Mexico. His research team addresses problems ranging from the origins of life to present-day climate change.
WORKSHOPS AND SPEAKERS

▲ Conflict Management Strategies for Success in the Workplace ▲

*Caitlan Hendrickson*

We face the possibility of clashing styles and values, misunderstanding, miscommunication, and other interpersonal challenges on a daily basis, and these challenges can have serious impacts on both our individual and organizational success and well-being. In this engaging workshop you will have the opportunity to improve your competency and confidence in communicating, collaborating, and navigating conflict effectively.

*Caitlan Hendrickson - UA Ombuds Program Director*

Caitlan Hendrickson serves as the UA Ombuds Program Director, providing a variety of services to advance effective communication, collaboration, and conflict management for the campus community. She has over 13 years of experience in conflict management, including in higher education, court, non-profit, and business settings. This experience ranges from one-on-one coaching and consulting to mediations, large-group processes, and in-depth trainings. Caitlan has mediated over 500 cases, trained hundreds of mediators, and supervised and mentored over 100 mediators. Prior to coming to the UA, Caitlan served as the Director of Conflict Resolution Services at the University of Oregon, where she also ran a Restorative Justice Program. Caitlan is bilingual in Spanish and English and, for over nine years, has had a private practice through which she performed conflict management consulting, as well as interpretation/translation. In addition, she has presented at numerous regional, national, and international conferences. Caitlan is a member of the International Ombudsman Association, the California Caucus of College and University Ombuds, the Association for Conflict Resolution, the Arizona Association for Conflict Resolution, and the Arizona Ombuds Group. She has received over 800 hours of professional training in conflict management practices and is currently working to complete her Master of Education in Human Relations from Northern Arizona University. Caitlan received her BA degree from the University of Oregon, where she graduated with three majors, two minors, and multiple honors.

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▲ Retirement Planning – Explore the Possibilities ▲

*Marcy Tibbs and Chris Gurton*

This workshop will help you determine your retirement needs and help you invest wisely while protecting what you have accumulated. Learn about the importance of starting early to save for retirement and what is involved in calculating the cost of retirement. We will also review potential sources of retirement income, including your current benefit options, as well as how to evaluate personal savings and investment strategies.
Marcy Tibbs - Senior Financial Security Consultant, Country Financial

Marcy has over 15 years of experience providing business, retirement, investment, education and insurance planning to financial representatives and clients in Nevada and Arizona. Marcy graduated from the University of Nevada Las Vegas. Marcy is a Certified Financial Planner (CFP), Retirement Income Certified Professional (RICP) and Life Underwriter Training Council Fellow (LUTCF). She is also a member of the Society of Financial Services Professionals.

Chris Gurton - Financial Representative, Country Financial

Chris has over 30 years of insurance and investment experience helping clients in the Tucson area. He is a graduate of the University of Arizona and the American College. He is actively involved in the Tucson Community as a board member of the Cascade Foundation of Southern Arizona which provides assistance to the bleeding disorder community.

Chris is a Chartered Financial Consultant, a Chartered Life Underwriter and Life Underwriter Training Council Fellow. He is also a Tucson member of the National Association of Insurance and Financial Advisors and an affiliate member of the Society of Human Resources Management of the greater Tucson area.

Legislative Advocacy

Mike Sistak

UA Government & Community Relations (GCR) represents our university at all levels of government to ensure public support and investment. As a part of that mission, GCR operates a legislative advocacy program, AdvoCats, to bring together the broader community of Wildcats to be advocates for the UA, especially at the Arizona legislature. Come hear from Mike Sistak, the UA’s Director, Advocacy & Community Engagement, on how the AdvoCats are changing the conversation for our university and how you can be involved.

Mike Sistak - Interim Senior Director, Federal Relations

Mike is currently the Interim Senior Director, Federal Relations, and is based in Washington, DC. Federal Relations, which is under the Department of Government and Community Relations, is responsible for developing and maintaining relationships with elected officials and their staff, as well as leaders of federal agencies and allied national associations. At the direction of the Vice President, Government and Community Relations, Mike lobbies for the University of Arizona’s legislative agenda and serves as a liaison between the University and federal government, while supporting the department’s mission of enhancing communications and fostering relationships between UA and its varied constituents.
While occupying this current interim position, Mike continues to function in his role as Director, Advocacy and Community Engagement, for the University of Arizona’s State Relations Office in Phoenix. Mike directs the AdvoCats grassroots program to play an active role at all levels of government in coordination with the UA Community, Federal, State, and Tribal Relations offices. He also acts as a liaison to state-wide and national education groups and other allied advocacy partners, and lobbies on behalf of the University of Arizona with elected officials and key advocacy organizations to ensure appropriate presence and visibility.

### Groovy Grains: The Science Behind Why We Need To Make Our Grains Whole

*Elizabeth Sparks*

In this session participants will learn the anatomy of a whole grain and what makes it whole. They will also sample whole grains and learn simple ways to incorporate more whole grains into their diets.

**Elizabeth Sparks** - 4-H Youth Development Assistant Agent

Elizabeth Sparks is a 4-H Youth Development Assistant Agent, who brings 16 years of environmental education and youth-based program development experience, along with extensive researched-based curriculum, evaluation, and best practices to Tucson Village Farm, the 4-H High Ropes Course, and 4-H High Adventure Programs. Elizabeth’s passion lies in developing experiential and innovative programs that inspire youth towards healthy living and connecting with nature. She has developed both international and adventure-based programs that comply with the educational common core standards. Elizabeth has a Masters’ in Education and a BS in Environmental Science.

### Yoga

*Kelsi Harris*

Take the time to slow down and breathe while flowing through yoga poses meant to increase strength, balance, and flexibility. Whether you are brand new to yoga or have a regular practice, this session is for you!

**Kelsi Harris** - UA Student studying Psychology & Spanish

Kelsi is a devoted yogi, runner and avid cupcake eater. She has spent the last three years expanding her Hatha based practice with a Yoga Alliance RYT-200 Certification. Kelsi enjoys empowering her students to push themselves to their capacity while challenging them with a smile.
Active Shooter Safety Practices

Rene Hernandez and George Eppley

This seminar will empower you with the mindset and practical tools to make the best possible decisions for your day-to-day safety and teach you how to respond during crisis situations. You will learn about a wide range of general safety strategies, and specific best practices to utilize if you find yourself in an active shooter situation.

Rene Hernandez

Rene Hernandez has eleven years in law enforcement after four years in the Marine Corp. He worked for Sedona PD for seven years prior to coming to UAPD in 2013. While working in Sedona, Rene was part of the Regional Narcotics Task Force.

George Eppley

George Eppley worked for Tucson PD for 25 years, retiring from there in 2010 before being hired at UAPD. While at TPD, he worked as a patrol officer, however more than half of his career was dedicated to traffic/DUI enforcement officer. He was a member of TPD’s DUI squad for nearly fourteen years.

Developing Me

Lydia Kennedy and Joe Ledbetter

Where do you want to be, and how are you going to get there? No one is as invested in your career as you. Therefore, we must take responsibility for directing our career to get to where we want to go. In this interactive session, we will identify our professional goals and pinpoint the specific actions necessary for us to reach those goals.

Lydia Kennedy - Commission on the Status of Women (CSW)

Lydia Kennedy, MEd, is the Director of Office of Diversity and Inclusion at UAHS with a focus in increasing recruitment, engagement, retention, support and promotion of underrepresented minorities in health professions. She serves as an Executive Board Member for the UA CSW and is a co-chair on the Equity and Mentoring subcommittee, where she created campus-wide Outstanding mentoring awards for faculty, appointed professionals and classified staff. Recently, Lydia received mentor facilitator training from the National Research Mentoring Network.

Joe Ledbetter - Coordinator, Data Integrity & Processing Initiatives, Undergraduate Admissions

Joe Ledbetter is the Coordinator for Data Integrity & Processing Initiatives in Undergraduate Admissions. He also serves as Co-Chair for Equity and Mentoring with the CSW, as Co-Chair on the SEAM/AISS Symposium Planning Committee, and as a member of the SAEM/AISS Orientation Committee.
Communicating Well on a Multi-Generational Campus

Caryn Jung & Dave Swihart

Working well together depends in large part upon effective communication. Explore how generational differences can compound poor communication, or how it can inspire and illuminate innovation and creativity. This session will broadly introduce participants to the various generations currently in the workforce and how their views can inhibit or enhance the effective functioning in a workgroup.

Caryn Jung, MS - Senior Coordinator, Dependent - Child and Elder - Care, and Work/Life Assistance

Caryn coordinates the University of Arizona’s life-cycle child and elder care, lactation and work/life services at UA Life & Work Connections - a unit of Human Resources. As its first, interdisciplinary dependent care and work/life specialist, her contributions include the expansion of lactation resources (such as the Family Resource Map), the sick and emergency care program and “Flexible Work Arrangements Guide” information.

Caryn is part of an integrated team committed to individual and organizational well-being, and holds an MS (Gerontology) and Bachelor degrees. Caryn presents and writes on work and life integration topics, and is an invited chapter co-author in Establishing The Family-Friendly Campus: Models for Effective Practice (2009) and Breastfeeding Best Practices in Higher Education (2014). For a sixth consecutive year since the inception of this award, the University of Arizona is honored to be named a 2017 “Work-Life Seal of Distinction” recipient (World at Work), in recognition of its commitment to work-life integration for its employees.

David Swihart, MC, LPC - Senior Coordinator, Employee Assistance

Dave is an employee assistance coordinator for UA Life & Work Connections - a unit of Human Resources. He holds a master’s degree in counseling and is a Licensed Professional Counselor in the State of Arizona.

Dave has been working with people and teaching in a variety of settings since 1987, largely in community mental health and private, non-profit settings. Dave’s approach toward work/life balance is to assist people with their concerns by pointing them to their own resiliency, and by helping them to develop it further. Additionally, Dave has had extensive training in multiple crisis response models, and he coordinates the campus assistance team. Dave has authored and co-authored a number of articles relating to resiliency and integrating employee assistance, wellness and work/life programs, and has presented nationally on these topics as well.
Cybersecurity and You

Lanita Collette and Teresa Banks

Cybersecurity is not something your IT staff can just “do for you.” We are all part of the solution. This interactive session will cover current threats and trends, and provide you with tips so that you can protect yourself and your identity, as well as the University’s information assets. You will also have a better understanding of what tools and resources are available to protect sensitive information.

Lanita Collette - Chief Information Security Officer, UA Information Security

Lanita Collette joined UA as the Chief Information Security Officer in February 2017. Prior to her appointment, she was Deputy CIO and University Information Security Officer at NAU. Lanita held various management positions in IT at NAU, including Assistant Director for Enterprise Information Solutions, Interim Director of Academic Computing, and a variety of team lead positions.

Before working in IT, Lanita was an archaeologist engaged in research on the Colorado Plateau. She has a BA in Anthropology from Bryn Mawr College and an MA in Archaeology from ASU, and holds both Project Management Professional and Certified Information Systems Security Professional certifications.

Teresa Banks - Manager, Information Security and Compliance Programs, UA Information Security

Teresa Banks has worked for the UA for 15 years, and has been part of the Information Security team since 2008. Teresa's excellent communication, collaborative and organizational skills, creativity, and desire to serve the UA community combine to provide a valuable resource in building a strong campus-wide security program. Teresa is a UA alumna with a degree in Psychology, and is an avid music lover and musician.

Desk Exercise

Dana Santoro

Learn ways to incorporate movement into your day including desk exercises. Engaging in 30 minutes of physical activity daily is important, but more research is showing that sitting all day is counteracting the benefits. This session will equip you with tips and tricks to add more movement into your work day to keep you healthy.

Dana Santoro - Assistant Director of Fitness and Wellness

University of Central Florida and Ohio University Alumna, Dana has been involved in Campus Recreation Fitness for 8 years now. Her passion and drive to motivate movement and encourage a happy and healthy life stems from her personal enjoyment to get up and move! Dana is a certified Health Coach willing to help guide and support
individuals through lifestyle change one step at a time. She began offering a workshop on Sitting Less and Moving More after becoming a professional herself and spending much of the day at the desk.

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**CPR Training**

*Erika Yee*

Sarver Heart Center Chest-Compression-Only CPR. If you see someone collapse unexpectedly, this is usually the result of cardiac arrest. Studies have shown that by doing chest compressions only, without mouth-to-mouth breathing, bystanders increase the person’s chance of survival. Cardiac arrest can happen to anyone, any place, any time, any age, any physical condition, and without any warning. Do YOU know what to do?

**Erika Yee - Assistant Health Educator, Sarver Heart Center**

Erika Yee is the Assistant Health Educator for the University of Arizona Sarver Heart Center. Erika is a physiology undergraduate student at the University of Arizona pursuing medical school. Erika is also an undergraduate researcher in the lab of Dr. Jil Tardiff, an EMT, a certified Phlebotomy Technician, and a caregiver.

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**Self Defense**

*Brynn Ellis*

Knowing how to protect yourself is a necessary skill. This session will teach basic tactics to prepare you for unsafe situations.

**Brynn Ellis - Neuroscience & Health and Human Values UA Student**

Brynn is an upcoming Junior at the UA, studying Neuroscience with a minor in Health and Human values, with the goal to attend medical school and be a trauma surgeon. She has been training in Tang Soo Do, a Korean martial arts since she was six years old. Brynn is a 2nd degree black belt, pursuing her 3rd degree this summer. Her specialties are sparring, weapons, and self-defense, and Brynn loves teaching these skills to others.
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UA Athletics Department  
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UA Student Union
Thank you to the entire UA Classified Staff Council and the JW Marriott Resort and Spa staff!

Special Thanks to the Classified Staff Council 2017 Conference Committee for all their hard work!

Janet Gurton
2017 Conference Chair
Business Analyst Principal - FSO-Financial Management

Sylvia Ibarra
Registration Coordinator
Administrative Assistant - Dean of Students Office

Jeff Jones
Audio/Visual Coordinator
IT Support Analyst – UITS Classroom Technology Services

Trudy Morrow
Conference Program Design & Layout
Administrative Associate - Department of Nutritional Sciences

Christina Rocha
Keynote Coordinator
Accountant, Senior - RDI Business Services

Lucy Sandoval
Door Prize/Donation Coordinator
Administrative Associate- College of Optical Science, Deans Office

Angelina Toledo
Vendor Coordinator
Administrative Associate - Residence Life
Thank you for attending!
We look forward to seeing you at upcoming CSC events!

To learn more about us and how you can become a member please visit us online at

http://csc.arizona.edu/

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