

Meeting Minutes for July 14, 2021

Welcome

- Introductions
- Land acknowledgement
- Group norms, SU Mission statement, S USC purpose statement
- Check-in

University Update: Michelle Clements, V.P. of Human Resources

- Acknowledged that this is the third year of Staff Council
- Impressions of the new President: Staff Council and shared governance is important to him
- Faculty and Staff non-vaccinated by health/choice need to apply for exemption by July 23rd
- Flexwork committee (18 members) will bring final report for Fall options (pilot programs)
 - President acknowledged fatigue, anxiety, etc.
 - Committee for health and well-being resources
 - Supervisor trainings in August for Sept Implementation
 - Proposal to Cabinet – flexible options given area needs, etc. – Area leaders to determine with direct reports
 - Space needs given new configurations of faculty/staff
- Restoration of retirement plan benefit – 5% paid out in two payments
- Market equity “catch-up” for some staff – retroactive to July 1
- Many new hiring postings (~75)
- New President video to be posted
- Dogs on campus? Last policy developed three years ago. Unlikely to change. Only service animals permitted
- Higher Ed Covid compliance guidelines to come from governor
- Still to be determined – ability to book campus spaces – what will be criteria?

S USC Meetings Presenters

- What guests should S USC invite to be part of AY22 meetings?
 - Natasha Martin, Craig Birkliid, Frank Shih (Academic Assembly), Dana Frankenberg (HR)

Committees Conversation

Staffing committee work for AY22

- Brief intro of committees from chairs
- Summer evaluation of committees with a September launch if needed
- Expectation of committee participation for all S USC members
- Communication Committee (CommComm) – Paige Powers
 - Campus announcements, web updates, official statements from council (ex. George Floyd statement)
- Inclusion and Community – Kari Langsea
 - Equity and inclusion, community building, affinity groups, LiftSU, Ombudsperson,

- Professional Development – Kit Morse
 - Exploring trainings with units on campus – HR, LinkedIn, Center for Faculty Dev (staff version?)
- Review, Benefits, and Compensation – Stephanie Lewis, Christina Juarez, Mallory Torgerson
 - Childcare options, MMR (market) adjustments, exempt vs. non-exempt positions
 - Meets with Dana Frankenberg (HR)
- Staff Recognition and Appreciation – Kit Morse, Kari Langsea
 - More “day-to-day” awards, kudos for colleagues, database of appreciation programs across campus
- Bylaws, Nominations, and Elections – Kit Morse
 - Past President is Ex-Officio member
 - Special election upcoming
- Are there additional committees needed?

New committee on SUSC Assignments to Committees

- Why do we need this?
- Tracking which SUSC members are on which committees, ensuring we will have continuity each year
- Tracking external committee work, requests, assignments

SUSC as a Community

- Getting acquainted as the new council term begins
- Chat about an August Zoom gathering for more community building time

Tabled to August:

Prof Dev: Communities of Practice/Affinity Groups

- Current groups open to staff: BIPOC listserv & QueerNet
- What others could benefit staff?
- Who manages/supports/etc. going forward?