

Meeting Minutes for May 8, 2019

May 14, 2019

During the fourth meeting, the S USC started with re-introductions and a short ice breaker, reviewed the group norms, each committee gave a short report, and then the S USC welcomed Phil Thompson on behalf of the President's Committee for Sustainability (PCS) for a presentation on the SU Climate Positive Proposal.

Leadership Team Report

- **Vacant Staff Council Position**
 - With both joy and sadness, the Leadership Team announced that Nick Robinson of Athletics, who had been serving on the Staff Council in an At-Large position, has accepted a position at another university, and so we now have a vacant position on the Staff Council.
 - Leann has asked the By-Laws Committee to determine a process to fill the vacant at-large position.
- **Summer Retreat Update**
 - The half-day S USC Retreat is scheduled for Wednesday, July 10.
- **AcA Meetings**
 - Leann and Katie will meet with Frank Shih, President of Academic Assembly to discuss how our groups might work together.
- **Ex-Officio Position**
 - We continue to work with HR to refine the expectations and parameters of the HR liaison/ex officio position.
- **Decision-Making Process**

- We recognize that for efficiency's sake not all decisions can be/need to be brought to the entire council for consideration, so the Leadership Team, in the spirit of openness and transparency, proposed a protocol for decision-making about when and how "executive decisions" are made and how those are communicated with the rest of the Council.

By-Laws Committee

- The committee is making progress finalizing the by-laws and the goal is to have a final draft of the SUSC By-Laws for review and vote prior to the June meeting.

Communication Committee

- This committee has a draft of the Staff Voices Survey is in the works, but needs the other committees to develop questions (as few open ended questions as possible) to add to the survey. We are mindful of staff feeling "over-surveyed" and we are attempting to make the survey reasonably short while still asking questions which will help to gather enough good data to inform and direct Staff Council activities.

Inclusion & Community Committee

- This committee is exploring how they can collaborate with other units on campus currently working on inclusive space issues on campus issues such as lactation spaces, gender neutral restrooms, and other related topics.

Professional Development Committee

- This committee is planning to meet with Mary Dawson in HR to find out more about what professional development activities are in the works at Seattle U.

Review and Compensation Committee

- This committee has developed a series of questions about the review process, compensation, and benefits at SU, and will be bringing those questions to a meeting with Dana Frankenberg in HR.

Staff Recognition and Appreciation Committee

- This committee would like to establish an online form on the SUSC website to enable Seattle U staff to express recognition and appreciation for one another informally yet publicly.

Campus Climate Positive Proposal: Presentation by Phil Thompson

- On behalf of the President's Committee on Sustainability (PCS), Phil Thompson presented on the SU Climate Positive Proposal. In addition to our university's commitment to reducing our carbon emissions, some emissions are unavoidable and thus purchasing carbon offsets are necessary to take responsibility for our greenhouse gas emissions and ensure that SU meets its existing climate commitment by the target dates established in the Climate Action Plan. But beyond our goal of carbon neutrality, and for a cost of less than 0.1% of the university's annual budget, the PCS recommends that SU purchase carbon offsets for all its emissions plus an additional 10% which would make Seattle University the first "climate positive" university in the world.

After Phil's presentation and discussion, a motion to support the PCS Climate Positive Initiative was made, then seconded, then the Council voted to approve a resolution supporting the PCS' Climate Positive Campus initiative (14 ayes, 2 absent, 2 abstentions from Staff Council members who also serve on the PCS):

- The Staff Council recognizes that urgent action is required by institutions and individuals to fight climate change. We strongly encourage Seattle University to take responsibility for its greenhouse gas emissions by reducing what it can and to purchase carbon offsets for the emissions that cannot be eliminated. We fully support the President's Committee for Sustainability's Climate Positive Campus Initiative and ask Seattle University to make the purchase of carbon offsets a budget priority.