

SeattleU Staff Council Meeting Minutes

Wednesday, January 11, 2023 | 1:00-3:00pm

Location: Remote using Zoom

Present: Kit Morse, Stephanie Lewis, Carly Darcher, Eli Christopher Voigt, Kim Thompson, Chuy Garcia, Corey Belser, Becky Rowe, Niall Quinn, Lindsey Jeske, Andrea Ross, Dario Ogaz, Laura Reeve, Rachel Olson, Ashlee Day, Valerie Fisher, Mike Mullen, Angie Jenkins, Isa Galligar, Laura Hauck-Vixie

Not Present: Jess Allen

Minutes: Eddie Salazar and Carly Darcher (SUSC Secretary/Treasurer)

Welcome: Land acknowledgement (Kit), Group norms (SUSC members), SUSC Purpose and SU Mission (SUSC members)
Check-in (SUSC Members)

SUSC Email report: Stephanie Lewis provided a report on issues and themes SUSC has seen in recent emails to the council. Common topics/themes were:

- Updating units list for general elections. Leadership Team is working with HR and IR to do this ahead of general election

Update from Senior Leadership Liaison: Jerron Lowe provided an update. The topics he addressed were:

- 2023 “energy forecast” – Joy, balance, & grace
- WA state law threshold changes
 - HR is working on how to capture the experience of people going through the transition, both employees and supervisors—perhaps a survey? This will happen every year now for next five years – what are the pain points right now?
 - Other reviews will need to take place based on the exempt/non-exempt changes including how Staff Council Bylaws are impacted and policies such as implications for out of state employees.
 - Supervisor trainings – identifying metrics
- APR cycle – evaluations & reviews
 - Email from staff: how optional is the optional self-review? Self review is a tool to advocate for self, and how to prioritize goals.
 - Discussion around finding time for this whole process – too onerous? One way is to find time throughout the year, but would need standardized questions.
 - HR effort to design Performance planning
- Discussion around burnout and the sentiment that enrollment is down and our staffing is at 2018-19 levels, so there should be less to do and therefore less stress and burnout—this is not the right sentiment.
- Ombuds position update – Natasha Martin is finishing the search and a candidate has accepted a verbal offer
- Summer schedule – early release Friday should continue. SUSC asks: can it be moved up to noon?
 - Another idea to add: “Wellness Wednesday” – no Zoom or in-person meetings after noon? Jerron has previous experience with this

Committee Invitations for Staff Council: Should these be staff council members or can we solicit staff participation (like Board of Trustees)?

- The University Technology Committee (UTC) helps align overall SU strategy to the high-level technology investment portfolio, tracks institutional-level results and approves top-level technology policies. The group

meets virtually three times during the academic year for 60 minutes. We have been asked if we would like to have an SUSC member on the committee. Kit will connect with Travis to see if it has to be an SUSC member or can be any staff member.

- The University Safety Committee promotes the safety and health of Seattle University community members by evaluating the overall effectiveness of the [Accident Prevention Program](#), reviewing incident and accident reports and recommending safety and health improvements to the administration. The committee satisfies the Washington State requirement for a safety committee and meets virtually twice per year for 60 minutes. There are up to five members including a faculty representative, staff representative, union representative and safety specialist. They are requesting one SUSC member to join. This needs to be an elected Staff Council Member.
 - Could this be someone elected by SUSC or from another elected body like the College of Arts & Science's Faculty/Staff Senate? Kit will follow up.
 - Niall Quinn volunteered to serve
- There is no additional compensation for people on these committees.

Updates and reminders:

- Reminder to participate in the Staff Voices survey, which closes Friday 1/13
- Nominations for the Student Facing Non-Exempt role are due Wednesday 1/18
- Next Staff Council Office Hours are Thursday 1/19 from 10:00-11:00 am on Zoom. This one will be hosted by the Professional Development subcommittee, who is interested in hearing about professional development opportunities that staff would like us to help promote, or specific opportunities that they would like to see on campus.

Open Discussion:

- Committee Updates:
 - Professional Development has been collecting data on current campus opportunities.
 - They have invited Jerron to subcommittee meeting to discuss the work they are doing. Any questions or issues to raise with him? Inequitable professional development funding across divisions and areas.
 - RBC has been raising issues with HR around compensation.
 - Discussion around how to present Staff Voices survey data to senior leadership – invite to a meeting? We will need to compare to data from previous survey (2019 – pre-pandemic), work on a strategic presentation using an Ignatian framework that speaks to how it affects the overall health of SU.
 - Inclusion & Community DEI engagement survey – synthesizing data and will provide an update to leadership partners and the larger council at a future meeting.
- Goals for the remainder of the Academic Year? Guests to invite or issues to address?
 - Awaiting new-staff numbers from Jerron
 - Discussion of loss of civility on campus and trends toward non-civility.
 - Emphasize Kudos for Colleagues
 - Invite folks like anton ward-zanotto, Nick Cubita, and Laurie Prince to discuss the issues coming from students and families
 - Frank Shih can be contacted re: concerns about faculty treatment of staff
 - Ellen Huelmann in HR can be contacted.
- Any updates to our norms? -tabled

Next meeting is February 8 from 1 to 3 pm on Zoom: <https://seattleu.zoom.us/j/96597543307>