

# SeattleU Staff Council Meeting Minutes

Wednesday, February 8, 2023 | 1:00-3:00pm

**Location:** Remote using Zoom

**Present:** Kit Morse, Stephanie Lewis, Carly Darcher, Eli Christopher Voigt, Kim Thompson, Lindsey Jeske, Andrea Ross, Becky Rowe, Dario Ogaz, Laura Reeve, Rachel Olson, Ashlee Day, Valerie Fisher, Mike Mullen, Angie Jenkins, Laura Hauck-Vixie, Jess Allen

**Not Present:** Isa Galligar, Niall Quinn, Chuy Garcia, Corey Belser

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

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## Welcome:

- Land acknowledgement (Stephanie)
- Introduction of new SUSC member Gabe Solseng (Stephanie)
- 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:

- Next steps for Staff Voices Survey
  - Balancing staff's need to be heard vs. the need to get data quickly
  - Each SUSC subcommittee is reviewing their section, hoping to complete this by the end of February. Work in early March to get it into presentable shape. Results will go on website and discussed in different venues.
  - More information sought regarding the Chosen names and pronouns taskforce
- Request to use left-over meeting time at end for general Q&A

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

- First fully comprehensive employee engagement survey approved – focus on employment experience
  - Sixty statements – focus on 12 dimensions – timeline March 13-27, receive data May/June. Official results will be rolled out in fall 2023 – in winter quarter 24 will start the action plan
  - Data will be reviewed by wide segments of university
  - Second subsequent survey to check results implementation
- Washington State exempt/non-exempt process – how to manage over next five years as thresholds increase – what are pain points? Process improvements? Performance management?
- Discussion of overtime needs and protocols. Workload and capacity issues raised.
- Exit interview process – repair of website link.

**Pronouns and Chosen Name Task Force:** Bob Duniway and other [task force](#) members shared and took questions about the work they are doing to develop and consistently implement policy that will honor the identities of students, faculty and staff across commonly used systems at Seattle U.

- Main platform will be in Colleague, but they will need to integrate into all platforms?
- How to identify “all” pronoun options to enter into Colleague?

- Task force drafting policies and implementation plans.
- Seeking staff input: <https://forms.office.com/r/v0pKNyH3jf>

### **Committee Updates:**

- CommComm: ask about SUSC official photo. CommComm will start repurposing current website photos for SUSC members page
- Review Benefits Composition (RBC): recent updates from conversation with HR
  - Exit interviews – website link to be repaired by HR
  - Washington state threshold consultations
  - Overtime issues again discussed
  - Looking at staff voices survey data
  - Floating Holidays? Use calendar to advantage? Such as using July 3, Monday as “floating” holiday
- Inclusivity committee – how to communicate about affinity groups  
<https://www.seattleu.edu/staff-council/susc-staff-connections/>

**Open Discussion:** - As recently requested via our webform, we will use this time to take questions and comments from our staff community.

- Discussion about workload – no space for Jesuit values of reflection and dreaming. “Grind” culture. “The job needs us more than we need the job.”
- Embrace “lean processes” – document “as-is” process and then explore redesign – how to get there?  
<https://asq.org/quality-resources/lean/value-stream-mapping#:~:text=Also%20called%3A%20value%20stream%20analysis,times%2C%20and%20implement%20process%20improvement>
- Senior leaders have been discussing “lean processes” – book “Lean for Higher Ed”
- Discussion around pronouns and the importance of updating staff efforts, not just students. Viewpoint shared that not everyone wants to identify pronouns and that culture doesn’t always feel safe at SU.
- Go move challenge – enter physical movements in February as challenge

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