

# SeattleU Staff Council Meeting Minutes

Wednesday, August 3, 2022 | 1:00-3:00PM PDT

**Location:** Remote using Zoom

**Present:** Kit Morse, Stephanie Lewis, Carly Darcher, Becky Rowe, Laura Hauck-Vixie, Niall Quinn, Eli Voigt, Angie Jenkins, Corey Belser, Zana Crites, Laura Reeve, Jess Allen, Michael Mullen, Rachel Olsen, Andrea Ross, Dario Ogaz, Valerie Fisher, Chuy Garcia,

**Not Present:** Ashlee Day

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

---

**Welcome:** Land acknowledgement, Group norms, SUSC Member Check-in

**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:

- Will there be an update to the campus masking policy?
- Questions and concerns regarding SU's Flexwork policy
- Safety and security while on campus. Recent Broadway garage break-ins (cameras on first & second floors), patrols cover; DPS helps community members in reporting incidents to SPD. The Interim Director of Public Safety will attend future council meeting

**Update from Senior Leadership Liaison:** Chris Van Liew – VP for Strategic Initiatives provided a report.

- Leadership no longer referred to as “Cabinet” and now being referred to as “Senior Leadership”
  - Cabinet was a consultative body to the President. Historically the cabinet was thought of as a legislative body, but that was not the case
  - New structures: groups consisting of “Direct Reports” to President and Provost and different people will be brought in depending on the issue/concern
- University Leadership Retreat – August 24-26
- Update on Strategic Initiatives – <https://redhawks.sharepoint.com/sites/StrategicDirections>
- Report on working groups:
  - Professional Development for Staff – will be led by new VP for HR. Concerns around hiring and onboarding will be brought to the VP's attention.
- Change in university communication, most has moved to SU Today
- Looking at cost effective ways to secure Broadway garage
- The Office of Diversity and Inclusion is working with an outside institution regarding the ombudsperson role
- So far there is no official policy or procedure for Monkey Pox, however Senior Leadership is monitoring the numbers closely

**Update from HR:** Ellen Huelmann – HR Manager, Faculty & Staff Relations provided a report.

- HR working with Review Benefits and Compensation sub-committee

- The new VP of HR will start on August 15th
- 94% of Flexwork applications received and approved
- Tuesdays and Wednesdays are days that most are on campus. Most approved schedules are hybrid. Fully remote schedules are small number.
- Perceptions of some staff is that HR can override a Flexwork decision. This is not correct. Decision rests within units, with HR filling more of a consultative role. Only three cases of escalation, with two resolved with unit leader.
  - Discussion regarding staff hesitation of supervisor “retaliation.” Ellen reminded us that SU does have an anti-retaliation policy.

### **Continuing Council Business**

- Proposal to add an events committee. Idea came out of the IAC sub-committee. While they agree that “community building” is part of the IAC, they are focusing on the “inclusion” aspect more at this moment. Additionally, there is a feeling on campus for larger staff gatherings (virtual or in-person).
  - Discussion around how this group would be formed and what sorts of events would be considered. Decision was made to establish a new events committee.
  - Discussion of budgetary implications. Small budget for events. Lots of “event” experience on council.
- Reminder of Committee sign-up and process. Rank order of committee preferences – please return preference sheet if not already returned
- Discussion of all-staff survey – review past survey and update – several month process with adequate time to keep open. Plan to coordinate with Strategic Directions group, and Institutional research.
- Reminder to SUSC members that 1 hour of the September meeting will be a closed session to discuss the DEI trainings in EngageSU. Please do the training and be ready to discuss

**Executive session:** Icebreaker activities

**Tabled for next meeting:** Update from Public Safety (Nikki Maryanski)

**Next meeting: Wednesday, September 14, 1:00 to 3:00PM PDT via Zoom:**

<https://seattleu.zoom.us/j/96597543307>