

# SeattleU Staff Council

October 11<sup>th</sup>, 2023 | 1:00-3:00pm

**Location:** Remote using Zoom: <https://seattleu.zoom.us/j/95534508902>

**Present:** Laura Reeve, Stephanie Lewis, Carly Darcher, Eli Christopher Voigt, Emma Adkins, Joyce Allen, Niall Quinn, Ashlee Day, Suzanne Hawes, Kelli Rodriguez, Rachel Olsen, Heather Juul, Kevin Wells, Gabe Soleng, Becky Rowe, Nick Cubita, Mike Mullen, Kim Thompson, Valerie Fisher

**Not present:** Isa Galligar

## Welcome

- Land acknowledgement (Laura Reeve -President)
- Check-in (SUSC Members)
- SUSC Norms posted in chat
- SUSC Email report (Stephanie Lewis – Vice President)
  - Reminder to nominate someone for structural non-exempt position.
  - Interest in exploring 32 hour work week and a 1 week closure in summer
  - Concerns around the time it is taking to hire for a position
  - Concerns about staff not being able to attend certain events since office/departments aren't able to close and there is not a virtual option

## Staff Resignation Letters (Laura Reeve) and Reminder from the Ombudsperson (Sue Theiss)

- BIPOC women non-exempt high stress student facing roles
- Larger meeting with SUSC Leadership, ODI, and HR happened
- A list of short-term goals was made
  - Job title disparity
  - Alignment with data points from the engagement survey
  - 360 reviews – HR reviewing this
  - Pulse check (Stay Interviews) training starting focused on retention this first time
- Other concerns/points brought up in letters
  - How can staff lift up invisible labor – HR aware of this
  - Resources robust for students, but not as much so for staff
  - Culture shopping is a reality
- HR will continue to work on the compensation issues and plan to keep this convo go
- Sue Theiss
  - Specific trainings currently focused on conflict management
  - Confidential conversations at any point during your employment

## Update from Senior Leadership Liaison and HR VP (Jerron Lowe)

- Lots of work and conversations around the survey results
- Presidents direct reports are now called “The President’s Roundtable.”
- HR just attended an annual conference
  - Hybrid schedule and work/life balance were popular topics at the conference. And an understanding that this is the new landscape.
- HR is currently looking at many factors as to why people leave. These factors can include but are not limited to pay, benefits, and organizational.
- Open enrollment information coming out soon

**Update on Slate for Student Success (Mallory Torgerson-Preuitt)**

- Professional Academic Advisors are using Slate for advising notes.
- Professional Academic Advisor will start using Slate for scheduling appointments in November
- Faculty to start engaging with Slate 24WQ
- Early Alerts will go live 24WQ

**Sarah Cox from University Counsel**

- Explanation and feedback on the updated Conflict of Interests and Policy on Policy Development policies.

**CLOSED SESSION**

- Vote on Nomination, Election, and Bylaws update recommendation

**Next meeting is on November 8<sup>th</sup> on Zoom and have a great afternoon!**