

SeattleU Staff Council

July 12th, 2023 | 1:00-3:00pm

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

Present: Laura Reeve, Carly Darcher, Kevin Wells, Emma Adkins, Eli Christopher Voigt, Kim Thompson, Ashlee Day, Joyce Allen, Nick Cubita, Gabe Solseng, Becky Rowe, Suzanne Haws, Chuy Garcia, Niall Quinn, Heather Juul, Isa Galligar, Michael Mullen, Rachel Olsen, Jana Matthews

Not Present: Stephanie Lewis and Valerie Fisher

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

Welcome

- Land acknowledgement
- Group norms
- SU Mission statement and purpose statement
- Check-in

SUSC Email report: Nothing to report

Updates from HR:

- (Maggie) Share-out of how the HR Org changes scaffold the work being done for Professional Formation
 - Charge from President Peñalver was to transform HR
 - Wanted to align the work of HR with the Strategic Directions
 - 4 pillars of HR: Attract great talent, develop employees, motivate staff, retain high performing talent
 - HR “business partner” Becky Rowe put HR people in direct consultation with college, schools, and divisions
- (Ellen) Check-in / field Qs about the excessive heat and A/C
 - No questions or concerns were voiced during meeting. Staff members shouldn’t hesitate to reach out to HR with concerns or questions.

Committees Conversation

- Staffing committee work discussion for AY24
- Brief intro of committees from chairs
 - Communication Committee - SUSC website management and general communication
 - Inclusion and Community – determines DEI best practices
 - Review, Benefits, and Compensation – partner with HR to advocate for staff
 - Staff Recognition and Appreciation – helps with the planning of the staff celebration and manages “Kudos for Colleagues”
 - Bylaws, Nominations, and Elections – manages nominees and elections
 - Staff/Faculty Interactions – improve and cultivate faculty/staff relationships
 - Professional Development – gathering information on current staff development efforts
 - Are there additional committees needed?
- Summer evaluation of committees with a September launch if needed

- Expectation of participation in at least one committee participation all SUSC members
- SUSC ACA rep – SUSC member should get back to Rachel Olsen in the next week otherwise she will take on the role herself
- More training options for all staff are coming from HR. Staff can reach out to the ombudsperson for training as well.

The Year Ahead

- What guests should SUSC invite to be part of the AY24 meetings?
 - To be reasonable and thoughtful about who we have present and to avoid them just presenting.
 - CFO after fall #s and somewhere around February
 - Senior Administration (President Penalvar or Provost Shane Martin)
 - Trish Henley
 - SD Recruitment and Retention of BIPOC staff committee, meeting?
 - If it is important enough for ACA, it most likely should also go before Staff Council.
- Reach out to SBA GSA and SGSU about attending our meetings
- Any changes to meeting structure? (Suggestions that have come to LT include: putting the norms in chat instead of reading them, changes to the check-in, Zoom backgrounds for SUSC members)
- Should we record the meetings? Are there other ways we can share the info discussed during the meetings

Topics SUSC should address this year

- Shift in Exempt/Non-Exempt numbers and impact on future elections
- Another ice cream social towards end of August
- What does successful communication look like?
- Do we have designated priorities that we are wanting to focus on or is this something that bubbles up from committees
- More collaboration between the committees
- Kindness and civility on campus
- Strategic directions for staff council? Recommend that we have a deadline. This around the September meeting. Have the mapping activity the goal of the first committee meeting?

SUSC as a Community

- Getting acquainted as the new council term begins - ice breaker activity

Next meeting is on August 9th on Zoom: <https://seattleu.zoom.us/j/95534508902>