

SeattleU Staff Council

December 13th, 2023 | 1:00-3:00pm PDT

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

Present: Laura Reeve, Stephanie Lewis, Carly Darcher, Emma Adkins, Joyce Allen, Nick Cubita, AshLee Day, Valerie Fisher, Isa Galligar, Suzanne Haws, Donna Horn, Heather Juul, Mike Mullen, Niall Quinn, Tashi Rabgey, Becky Rowe, Gabe Solseng, Kim Thompson, Eli Christopher Voigt,

Not Present: Chuy Garcia, Rachel Olsen

Welcome

- Land acknowledgement (Laura; resources & norms in chat)
- Quick Welcome

Updates from President Peñalver

- Started AY with an expected \$6.5 million deficit. It ended up being \$8.2 million
- Expect to be in deficit next year, plan to close the deficit in 3 years (FY 28) by increasing revenue and reducing costs
 - Hold the line on undergraduate discount rate
 - Bring overall student-faculty ratio into alignment with peer group
 - Continue to improve undergraduate retention
 - Grow grad programs
 - Take advantage of faculty attrition
 - Sunset underperforming programs
- Human Capital Resource Operation data and Statistics – data doesn't include the Law School
 - Higher student to staff and lower student to faculty ratios than any other Jesuit school on the west coast.
 - 2/3 of our classes are below 20 students. Our median classes are in the 10-12 range. These smaller classes aren't necessarily playing out in higher grad rates. SU's 4 year grad rate is 65.2%.
 - Working with deans on reduction targets in each college.

Update from HR staff on behalf of Jerron Lowe

- Dana Frankenberg provided on update on the job description process
 - Launching in WQ. Project is not reducing anyone's level.
 - Updated descriptions would be used to set up job "families" Eventually descriptions will be matched to other divisions.
- Performance Reviews are on the way.

Update on Women In Jesuit Mission and Women of Color in Mission from Andrea Fontana

- Women in Jesuit Mission is a group of faculty and staff women at Seattle University and who come together regularly for prayer, reflection, volunteer service and community-building
- Women of Color in Mission (WOCIM) group within Women in Mission was launched for faculty and staff at Seattle University in Fall 2022
- Contact Andrea Fontana for more information

Check-in (SUSC Members)

- Welcome Donna Horn
- Email update – most have been about parking increase

Open discussion

- Revisiting the Conflict-of-Interest policy due to concerns
- Committee Updates
 - Quarterly LT/Chair check-ins
 - RBC met with HR at least twice. Another Comp 101 town hall in spring. RBC is advocating for Zoom. Proposed July 5th holiday.
 - Professional Development – looking into what other university are doing.
 - Committee on Appointments – BOT participant.
 - Bylaws should be posted on the website soon

Next meeting is January 10th on Zoom and have a great afternoon!