

SeattleU Staff Council

August 9th, 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, Niall Quinn, Suzanne Hawes, Kevin Wells, Becky Rowe, Kim Thompson, Jana Matthews, Gabe Solseng, Nick Cubita, Eli Christopher Voigt, Chuy Garcia, Ashlee Day, Valerie Fisher

Not Present: Isa Galligar, Rachel Olsen, Joyce Allen, Heather Juul, Mike Mullen

Minutes: Carly Darcher (Secretary/Treasurer)

Welcome

- Land acknowledgement (Laura Reeve - President)
- Check-in (SUSC Members)
- SUSC Norms posted in chat
- SUSC Email report (Stephanie Lewis – Vice President)
 - Request for more forums and updates from Marcom about the website redesign process
 - Questions about the Intranet
 - Staff members are still hearing rumors about flexwork going away

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

- Annual Senior Leadership retreat is coming up
 - Jerron will speak to continuous improvement/rolling out the next steps for how to engage with the staff survey
 - Sharing out the information to larger campus community in multiple ways
 - Wanting to get info out there before we get too underway.
 - Ask from SUSC that the way this is being shared out to campus be a template for how big initiatives are shared in the future
- Pause on staff requisitions – since this got off schedule, they are working through the backlog, but the idea is to still get them out in 2 weeks
- An org chart will be finalized at the Senior Leadership retreat and will be shared out in September
- HR will be able to provide definitive Exempt/Non-Exempt numbers in September
- Sick balances will be updated on August 15th
- There is not an interest by Senior Leadership to move away from flexwork
 - Staff members are urged to talk to HR if there are concerns about this
- 48 hour turnaround on HR responses to emails and phone calls
- Staff members can contact the ombudsperson Sue Theiss if there is a need to stay anonymous.

Discussion of shift in Exempt/Non-Exempt numbers and impact on bylaws and future elections

- Different options were discussed
 - Amend eligibility?
 - A minimum percentage be non-exempt?
 - Get rid of the distinctions outwardly, but still use it as a guide internally?
 - Could we turn one of the exempt positions into an at large position that is open to exempt/non-exempt both but within the same campus area? To add flexibility but just keeping the 50% non exempt as the baseline.
- SUSC will continue this discussion once HR shares the definitive Exempt/Non-Exempt numbers in September

Break

Committee Assignments

- Updates from survey of SUSC members
- Nomination and Bylaws focus on defining Shared Governance
- Interest in adding a wellness committee?
 - Could this be a vehicle for promoting the different programs already on campus
 - Albert Vanderhoeven volunteers to serve on this committee. Niall is also interested. Jana Matthews is also interested.
- Interest from non-SUSC members in committees
- Sub committee presidents and/or senior members should schedule a time for the group to meet prior to the next SUSC meeting on September 13th

Open Discussion

- Ice cream social August 31st – ordering double the amount of ice cream this time around
- Inviting IT to share updates with SUSC
 - Concerns and questions voiced regarding phones and computer refresh
- More info about “Be Real” to come out this fall.

Next meeting is on September 13th on Zoom <https://seattleu.zoom.us/j/95534508902>