Agenda

• Presentation (30 min)
  – General Updates
  – Staff Voices Survey Results

• Discussion, Q&A (30 min)
Staff Council Members

- Leann Wagele | president
- Katie Bowler | vice president
- Erin Beary Andersen | secretary
- Matt Burton
- Jennifer Chan
- Yolanda Cieters
- Brittany Goff
- Alexa Goodman
- Angie Jenkins
- Bernie Liang
- Toni Malaspino
- Luke Marney
- Kit Morse
- Megan Otis
- Arsenio Roddy-Little
- Rosie Sabaric
- Kirsten Schumacher
- Rebecca Severson
- Stephanie Toppin
General Updates

• Welcomed two new members
• Finalized by-laws
• Hosted an ice cream social appreciation event on Aug 28
• Invited to speak at President’s Welcome
• Hosted table at Benefits Fair
• Appointments:
  – SUSC President, Leann Wagele, appointed to BoT
  – Angie Jenkins appointed to ex officio seat on AcA
  – Staff Representatives appointed to 7 BoT Standing Committees
General Updates, continued

• LT meets monthly with VP of HR, Michelle Clements
• Full Council has met with:
  – Strategic Planning Steering Committee (x3)
  – Phil Thompson, President’s Committee on Sustainability
    • SUSC voted to support PCS’s Climate Positive Campus Initiative
  – Special meeting with President & Provost RE: PP
  – Public Safety
  – Campus Services & Chartwells
Committees

• Committees formed to address priority areas:
  • Inclusion & Community
  • Professional Development
  • Review, Benefits & Compensation
  • Staff Recognition & Appreciation
  • Leadership Team
  • By-Laws / Elections
  • Communication
Staff Voices Survey

- Gather data from staff to inform and guide our work
- Collaboratively created & analyzed by SUSC members
- Executive Summary shared with Cabinet
- Survey results shared with HR, and will go to Cabinet
- Executive summary, results will be posted to SUSC website
- We look forward to partnering with university leadership & other thought partners to determine next steps
Response Rate

• 378 responses to the survey
• 787 staff members at SU*
• 48% response rate

* At the time of the survey
Demographics

- Campus Area

- Employment Status

[Pie charts showing percentages for different categories]
Demographics, cont.

- Supervising other staff?
- How long employed at SU?
Aligning Priorities

• How well do our priorities align with staff priorities?
• Priority areas we missed?
Aligning priorities

• Most concerns are, can be included within scope of existing committees

• Possible new areas of exploration?
  – Life/work balance
Communication Committee

• Chair:
  – Megan Otis

• Members:
  – Erin Beary Andersen
  – Matt Burton
  – Brittany Goff
  – Rosie Sabaric

• Survey questions RE: communication from Staff Council
  – How frequent?
  – What methods?
  – Best days/times for events
Communication Committee

• Electronic communication will be our primary method
  – Email:
    • Content, urgency of message guide timing, frequency
    • Utilize Campus Announcements as needed
  – Website:
    • Archive email messages on website under Latest Updates
    • Meeting summaries posted each month

• In-person events when appropriate
  – Lunch hour; Tue, Wed, Thu best days/times overall
  – But offer options to accommodate as many as possible
Best Days/Times for Events

332 respondents; 1,983 selections*
*Check all that apply
Professional Development Committee

• Chair:
  – Luke Marney

• Members:
  – Bernie Liang
  – Kit Morse
  – Rebecca Severson

• Does your office/department have PD funds available to you?
• What kinds of PD opportunities would you like to see?
• What would enable you to participate in PD?
Most Mentioned Themes
Priority of Committee's Work

1. Manager/Supervisor Leadership Training
2. Funding
3. Time
4. Career Advancement

Prof. Dev. Questions Received > 200 responses
Manager/Supervisor Leadership Training

• Request more campus-based training for managers/supervisors

• We are collating training options and will connect resources with HR & Staff Council
Funding

• Staff report not enough resources to support PD
• PD funds often first cut during budget cuts
• Goal to understand current funding mechanisms across campus
Time

• Staff wish PD were considered valuable and integral part of job duties, fully supported in spending time devoted to PD “on the clock”

• Partner with AcA, HR, other administrative bodies to help enact change
Career Advancement

• Staff report PD ineffective without career advancement opportunities within SU
• Staff would like career development, coaching to help support growth, promotion within university

• Coordinate with HR to provide more career counseling opportunities
Recognition and Appreciation Committee

• Chair:
  – Kit Morse

• Members:
  – Katie Bowler
  – Matt Burton
  – Brittany Goff

• Seattle U as a whole do a good job of recognizing employees
  • 1-5 scale – disagree/agree?
  • What would make you feel appreciated as a staff member?
  • What recognition programs should SU adopt to acknowledge and celebrate great team members?
Recognition and Appreciation

- Does Seattle U as a whole do a good job of recognizing employees?
Primary Themes

• More recognition
  – More frequent, more methods, in more organizational levels, broader range of recipients

• Current appreciation events are valued but can be improved

• Ensure that recognition goes to staff at all levels

• Compensation, promotion & professional development are essential forms of recognition
Next Steps

• Develop proposals for other types of recognition:
  – At more times of year, at more local levels, and for different types of service
• Work in partnership on annual appreciation event
• Advocate for and model appreciation of staff
• Develop online form for recognition between staff members
Review, Benefits and Compensation Committee

• Chair:
  – Arsenio Roddy-Little

• Members:
  – Erin Beary Andersen
  – Jenn Chan
  – Yolanda Cieters

• For each of several aspects (benefits, compensation, APR, merit-based pay increases, supervisor training, flexible work schedules)

• How satisfied are you? How important are these aspects to you?
High Priorities

• Compensation 79%
• Benefits 71%
• Flexible Work Schedules 55%
• Merit Based Pay Increases 55%

347 respondents
Satisfaction Levels
Overall Satisfaction

- Benefits – 75%
- Flexible work schedules – 47%
Takeaways

• Disconnect between satisfaction and importance:
  – Compensation
  – Merit-based pay increase system

• Correlation between satisfaction and importance:
  – Benefits
Inclusion and Community Committee

• Chair:
  – Alexa Goodman

• Members:
  – Katie Bowler
  – Matt Burton
  – Yolanda Cieters
  – Angie Jenkins
  – Rosie Sabaric
  – Kirsten Schumacher
  – Stephanie Toppin

• What aspects of inclusion, community are most important to you?

• How can SU be more inclusive and community driven?
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*Please specify, e.g., LGBTQ, People of Color, etc.*
Top Concerns

• Treatment of staff
  – Faculty-staff relations
  – Training for respect and anti-bias in the workplace

• Diversity, equity and inclusion
  – Additional DEI training
  – Recruiting and retention
  – LGBTQIA+ recognition
  – Accessibility

• Community building
  – Affinity groups
  – Connect across silos
  – Smaller group follow-up to events like Mission Day

• Additional areas of focus:
  – Flexible work schedules
  – Lactation rooms
  – Staff voice in decision-making
General Conclusions / Next Steps

- SU staff desire to be part of a community, want to feel like their work is part of something bigger
- Some items are immediately actionable, others require development, culture change over time
- Partner with other campus groups to pursue these concerns
Discussion, Q&A
Thank You

• www.seattleu.edu/staff-council
  – Anonymous feedback form
  – Member list & contact info
  – Latest updates
  – Meeting summaries

• staffcouncil@seattleu.edu