

Seattle University Staff Council Meeting Minutes

Wednesday, April 13th, 2022, 1:00 PM PT – 3:00 PM PT

Location: Remote using Zoom

Present: Kit Morse, Kari Langsea, Chelsea Lien, Angie Jenkins, Carly Darcher, Christina Juarez, Chuy Garcia, Corey Belser, Craig Nisgor, Dario Ogaz, Dawn Madore, Eunice MacGill, Jenna Isakson, Jessica Allen, Julie Schwabe, Laura Hauck-Vixie, Matt Burton, Stephanie Lewis

Minutes: Eddie Salazar & Chelsea Lien | **Edits:** Chelsea Lien

Welcome

- Introductions, Land acknowledgement, Group norms, S USC Check-in, S USC email report

Cabinet Report: Tim Leary

- Will follow-up with Craig Birkliid regarding parking/carpool concerns
- Mission Day - Thanks to those who part. About 400 in attendance. Unfortunately, Mission Day was not recorded, but are working on compiling a transcript. A special thanks to Staff Council member, Angie Jenkins, for being part of the panel. Stacy Jones made the statement that staff are educators. This is an acknowledgment of the support staff give to students.
- COVID update for King County – Administration watching numbers closely
- Celebration of Staff – LT and RAA involved. Event will be structured differently. Milestones will be recognized in a new way. Nominate your coworkers. Faculty will be invited to attend and honor staff. It will be catered by Jones Barbeque. Will have the rest of the afternoon off.
- Separation of faculty from appreciation event. We basically have always had a staff award event with only one faculty award, the McGoldrick Award. The Provost is trying to consolidate faculty events. The McGoldrick Award will be moved to the faculty event. If we find that this decision actually alienates staff and faculty further, then this will not continue.
- Staff Formation group, flexwork group, and ODI have been contributing to the Strategic Document
- Staff Professional formation planning continues. Will continue to touch base with staff and further refine the document. They are considering all feedback.
- Senior SU positions being filled, and new VP's, Deans, and Assistant VP's have been announced. Each one of these roles has been filled with a person of color.
- Flexwork - Intent is to consistently apply flexwork across departments, giving people flexibility
- Staff Council elections are fast approaching. Please consider running to support staff.

Human Resources Update: Jeff Pixler

- Exit Interviews
 - Prior to 2021, HR conducted exit interviews with a response rate of 25%. Discontinued due to COVID, need for COVID response and staff turnover. Did continue 'informal' interviews but limited in scope.
 - HR has reestablished exit surveys for staff in 11/21. Surveys are now done because HR lacks the bandwidth to conduct full exit interviews.
 - Exit surveys and interviews are lagging indicators – person is already leaving
 - HR is looking to implement stay interviews which are leading indicators – before person leaves the university.
 - Better response rate for exit surveys over the interviews, but lack the ability to follow-up.
 - Nov 2021 through March 2022 – 66 separations (Surveys completed 34 = 51% response rate)
 - HR is only surveying those who are leaving the university, not just changing departments/positions.
- Sick Leave Donation
 - Since launched, two staff members have applied and received donations. It is a safety net for those who need it.
- Open Positions and Hiring
 - Tracking requisition counts over time. We are currently at 20 new requisitions, similar to pre-pandemic numbers. The pattern seems to have stabilized.

Leadership Team Updates

- Met with all S USC for special meeting to discuss Executive Session items
- Next steps in transition to new Council
- Possible restructure of Leadership Team – The question was asked by LT if Staff Council would like LT to create options for a vote that will include changes to LT. This will give council member time to process their thoughts before a vote is put before

council during our next monthly meeting. There were 12 votes for LT to move forward and create the options for change that will be voted on.

- ODI included Staff Council representation in interviews and felt positive. Whomever ODI brings on will be a great fit for university and to staff council. All three are great candidates.
- Staff council was invited to the interviews for VP of HR.
- Service Day is coming back and will be an event for all staff and faculty.

Committee Reports

- Communications Committee – Carly Darcher and Dario Ogaz
 - Staff council office hour coming up on April 26 from 9-10. Looking for other council members to attend and help spread the work. Reach out to Carly if you want to be a part of this.
- Inclusion and Community (IAC) – Christina Juarez and Matt Burton
 - Met with a few university leaders. Happy to see some leaders are wanting to reach out to Staff Council.
 - IAC met with Jill Moffitt from DEI. There still are challenges for the university regarding equity serving students with disabilities and spaces not designed in ways they can access. Also hearing from women staff and faculty not feeling fully accepted in their roles. These are challenges the university still needs to continue work. DEI training keeps coming up as an interest in staff. Training is really valuable but has to be more than a checkbox once completed. It is more important when people take this training back to the workplace and put these practices into place.
 - IAC also met with Brooke Coleman, School of Law Assoc. Professor and special assistant to Natasha Martin. She is co-chairing Goal #4 of the Strategic Directions, Promoting Inclusive Excellence. She would also like to meet with the larger Staff Council.
 - Ombuds Person role update - University has retained a search firm who will reach out to do listening sessions including Staff Council.
- Recognition and Appreciation (RAA) – Jess Allen and Eunice MacGill
 - Launched all staff survey to see what is currently done on campus for recognition. Encourage staff leadership to implement recognition.
 - RAA serving on the Staff Appreciation Planning Committee. It would be great to formally assign this event to a specific department. In the past, it has moved between HR and the President’s Office. We also want RAA to always be a part of this of the Staff Appreciation planning.
 - Report on Staff and Faculty interactions
- Nominations, Elections, and Bylaws (NEB)
 - Fourth election cycle will start in a few weeks
 - Open nominations form on Monday, April 25th
 - Tuesday, April 26th, SUSC will host an online Zoom panel for interested folx and will ask Staff Council members to attend
 - Asking council members to do some outreach and nominate others
 - Election will run 2-weeks in May
 - Certification will done after that
 - Reach out to newly elected members
 - New council member announcements will happen in June, 2022

Edgar Gonzalez, VP for University Advancement

- Joining us for a brief introduction to SUSC
- Staff Council member, Jess Allen, let Edgar know about Staff Council. Edgar started at SU on April 1st as our new VP of University Advancement (UA). Edgar will aim to have at least one UA member on Staff Council moving forward.
- Current challenges for UA – UA just finished a comprehensive campaign. Importance to steward donors to see the impact of these gifts. Advancement teams are perpetually within a campaign. Already planting seeds for next campaign. Another challenge is learning the team so Edgar can provide the tools and support in the ways needed.

Wrap Up and Follow-ups: Kari Langsea

Next SUSC meeting: Wednesday, May 11, 2022, 1:00-3:00pm PT (<https://seattleu.zoom.us/j/99968641737>)

Next SUSC office hour: Thursday, April 26, 2022, 9:00-10:00am PT (<https://seattleu.zoom.us/j/99057872995>)

Staff Council AY23 Election forum: Tuesday, April 26, 12:30-1:20pm PT (link sent out 1 week prior to event)