

Seattle University Staff Council Meeting Minutes

Wednesday, May 11th, 2022, 1:00 PM PT – 3:00 PM PT

Location: Remote using Zoom

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

Minutes: Chelsea Lien, SUSC Secretary

Welcome

- Introductions, Land acknowledgement, Group norms, SUSC Check-in, SUSC email report

Cabinet Report: Tim Leary and Chris Van Liew

- Soul Sessions – The Book of Delights – <https://www.seattleu.edu/jesuit-education/soul-sessions/>
- Celebration of Staff fast approaching on May 27th – Jones Barbeque will cater as we gather on the Quad – The President will have some brief remarks.
- Milestones – Honoring staff members
- 5 Separate Awards will be given for both individuals and teams
- Summer hours – Early out Friday starts June 17th – out at 3pm
- Graduation Commencement – Sunday 6/12 at the Climate Pledge Arena, <https://www.seattleu.edu/commencement/>
- Garage issues being addressed – Clean more frequently, improve lighting, gating and doors, increase security – Working with Rob Schwartz and Craig Birkliid to improve the look, feel and safety of our garages
- Craig Birkliid is retiring after 37 years at SU – will come together on 6/24 to celebrate him
- Staff Formation – Met with Staff Council group and DEI with Brooke Coleman from the Law School – Open forum on 5/25 to allow campus to learn about the work so far - Professional Development for Staff Event Wednesday, May 25, 2022, 12:45 PM – 1:45 PM
- Reigniting our Strategic Directions – <https://redhawks.sharepoint.com/sites/StrategicDirections> – Updates for various working groups – There are 29 working groups for 5 goal areas – Some areas are well underway with their work – Look to the website for updates – Email will be sent out next week – [Strategic conversation meetings](#) are short open forums and posted to the website as well.

Campus Climate Incident Reporting and Response Protocol: Brooke Coleman and David Lance

- Working on Reigniting the Strategic Directions, Goal 4
- Embrace goals of DEI into the university goals
- Adopt a Campus Climate Incident Reporting and Response Protocol
- Purpose is to develop an ecosystem of inclusion on campus
- Task Force reached out to campus groups to see what is working and what we could do better
- Research conducted over the past 3-years
- The response is to solely give support to the person that the incident was directed
- Aggregate of incidents will help identify areas that may need attention for further DEI training or other appropriate actions
- Implement a website with a form for submitting incidents – Working with ITS
- Your [feedback](#) is welcomed

Committee Reports

- **ACA Update:** Angie Jenkins
 - New FTIC for 22FQ – Goal: 1000 – Deposits Received to date: 1096 – Expect between 1000-1025
 - New UT/UPB for 22FQ – Goal: 375 – UT Deposits Received to date: 237 – Applications and admits down
- **Review, Benefits, and Compensation:** Laura Hauck-Vixie
 - Fielding questions regarding office hours and compensation
 - Need for strategic thinking around compensation and considered an investment
 - Strategic Directions is setting us in the right direction but takes time
 - Hearing feedback across campus regarding hiring practices and salary transparency – Now are seeing inequity in salaries already across campus
 - Titles don't always reflect the work done at SU and can impact salaries and MRR for the position
 - Heard from HR regarding retirement

- WA state labor law will impact us starting in 2023
- Talks about things the university can do to retain staff
- **Inclusion and Community:** Matt Burton
 - Address internal topic of Staff Council – Having some type of DEI training for Staff Council members about inclusion and bias.
 - How to do that? Looked at options on LinkedIn Learning Watching a video is not enough to be a full program to address this topic – Maybe this could be part of Staff Council orientation – Need to have this backed up with team discussions
 - Let this committee know if you have any other ideas
- **Recognition and Appreciation:** Kari Langsea and Kit Morse
 - Plan on using stickers during Staff Recognition event, that will communicate various milestones and other important information
 - Kit will reach out to Staff Council members to gather volunteers for the event
- **Nominations, Elections, and Bylaws:** Kari Langsea and Chelsea Lien
 - Election shifted back a few days
 - Nomination is now closed – We received 29 nominations – Missing 1 nomination from the Academic Non-Exempt – A special election will be held next fall to get this representative seat filled

SUSC Leadership Team Proposal for Council Structural Changes

- Conversation about proposed structural changes to Leadership Team and to terms of service
- Any amendments to bylaws Council may decide on will be prepared by NEB and shared to Council by May 27 for consideration and vote at the June meeting
- As a comparison, ACA regular terms are 3-years and leadership terms are 2 years

Wrap Up and Follow-ups: Kari Langsea

Next SUSC meeting: Wednesday, June 8, 2022, 1:00-3:00pm PT (<https://seattleu.zoom.us/j/99968641737>)

Next SUSC office hour: Wednesday, May 25, 2022, 2:00-3:00pm PT (<https://seattleu.zoom.us/j/94953064759>)