

Seattle University Staff Council Meeting Minutes

Wednesday, November 10th, 2021, 1:00 PM PT – 3:00 PM PT

Location: Remote using Zoom

Present: Kit Morse, 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: Eddie Salazar | **Edits:** Chelsea Lien, S USC Secretary/Treasurer

Welcome

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

Cabinet Report: Timothy Leary, Executive Vice President

- Staff roles critical. Many studies affirm this. Students often say that staff interaction important.
- President creating opportunities for all to share freely and anonymously.
- Three senior searches (smaller committees with wider consultation):
 - VP for Advancement, VP for HR (Bob Dullea - chair), VP for Mission Integration (Fr. Arturo Araujo - chair)
- New vision statement: Progressive and innovative
- Significant reorganization
- An examination of Land Acknowledgement versions. Which to use and when? How to follow-up?
- Staff formation
- Institutional goals – President reinvigorating language
 - VP Mission Integration hire
 - Academic
 - Staff formation
 - Recruiting, hiring, and retention – LiftSU – Reestablish exit interviews – Flex work plan
- Discussion around staff representation on university committees – stipends?

Leadership Team Report

- Election check-in: Nomination form posted in campus announcements – open through this week
- S USC email (Kit, Chelsea) – Concern around flex work, Kudos for colleagues
- MarCom asks for contributions for holiday video (Marcom2@seattleu.edu)

Next Steps for S USC - Discussing how S USC moves forward with topics including flex work, compensation/benefits, market range references, exit interviews, among the focus for this conversation. (Kit Morse)

- What will be HR next steps re flex work? Identify what data staff would like to see. Timeline? Staff input?
- Discussion on what flex work looks like in various campus areas. Little follow-up or approval from HR
- Wider HR concerns – listening sessions for staff?
- Retain Matt Philip as HR liaison in S USC meetings
- HR needs to communicate market rate and retirement changes
- Jan 1, 2022, retirement contribution increases to 8%

Communications Committee: S USC Office Hours (Carly Darcher and Dario Ogaz)

- Dual options: online & in-person (Tues & Thurs?) – Coffee hour?
- First one virtual in early December, second one in-person in January (location? Hearth?) masking/spacing issues (Vote by wide acclamation to begin with one virtual in Dec and one in-person in January)

Staff Development Center: Working Group Proposal (Stephanie Lewis)

- Staff affinity groups? Faculty affinity groups run through Faculty Development Center
- Approach Center for Faculty Development to expand to staff development as well

- Establish a working group? Limited scope to draft a proposal (discussion - include HR or not?) wide consultation with various units, including HR. Include staff outside of council. Next steps? Matt Burton to reach out for working group membership. Working group to determine who receives the proposal

Wrap Up (Chelsea Lien)

- Staff affinity groups? Faculty affinity groups run through Faculty Development Center
- LT to schedule discussion with HR to address topics of flex work, MRRs, retirement, promotion. From that session, we may decide to hold a special session to address these topics OR suggest that HR hold special listening sessions.
- LT to reach out to HR to make sure Matt or another HR representative can be present at each of the SUSC monthly meetings.
- Communications Committee will schedule first two office hours, one remote and the other in person, as a test run to assess the interest. From there, this committee will partner with a representative from IAC, to work on assignments throughout the remainder of the year.
- Staff Development Center – 1st question is who to consult with and then lay out a plan – Working group to come up with a proposal – can reach out to other staff to join committee – gather names those who want to be a part of the group. – need to figure out who to send it to
- LT to check in with Indigenous Peoples Institute regarding the Land Acknowledgement and to check on reading frequency – What would be meaningful?

Next SUSC meeting: Wednesday, December 8, 2021, 1:00-3:00pm PDT on Zoom