

# SeattleU Staff Council Meeting Meetings

Wednesday, November 9, 2022 | 1:00 – 3:00pm PDT

**Location:** Remote using Zoom

**Present:** Kit Morse, Stephanie Lewis, Carly Darcher, Jess Allen, Corey Belser, Niall Quinn, Becky Rowe, Angie Jenkins, Laura Hauck-Vixie, Laura Reeve, Dario Ogaz, Kim Thompson, Ashlee Day, Rachel Olson, Andrea Ross, Lindsey Jeske, Valerie Fisher, Chuy Garcia

**Not Present:** Eli Christopher Voigt

**Minutes:** Laura Reeve and Carly Darcher (SUSC Secretary/Treasurer)

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**Welcome:** Land acknowledgement, Group norms, SUSC Members Check-in

**SUSC Email report:** Stephanie Lewis provided a report on issues and themes SUSC has seen in recent emails to the council. Common topics/themes were:

- Concern and frustration over the new Staff Requisition process. Some departments needed to resubmit due to changes, causing more work for already overwhelmed offices.
  - General worry about needing to prove “worthiness” to fill position and how the work will be dispersed amongst the team.
- Concerning recent staff equity adjustments, a person received equity adjustment, but now is in new benefits tier which negates the raise.
  - This is not unique. Others have expressed concern or experienced that a raise can mean same or even less amount of take home pay.
  - Would it be possible for the university to subsidize transitions so staff can actually receive their raise?
- Will a climate survey can be repeated to amplify staff voices and if so, how will SUSC contribute?
- SUSC members encouraged to include pronouns in email signature and in Zoom display name.
  - Stephanie shared link about pronoun importance: <https://pronouns.org/what-and-why>

**Update from Senior Leadership Liaison:** Ellen Huellman and Dana Frankenberg filled in for Jerron Lowe who was unable to attend. Ellen and Dana addressed questions. Below are the questions/concerns that were addressed by HR.

- Why have premiums increased dramatically?
- Who makes the decision on premium benefits?
- Will HR consider the following?
  - Remote from Thanksgiving through December
  - Increase vacation
  - Early release Friday all year
  - 4-day work week
  - Tuition remission for EDLR PhD or LAW
  - Allowing spouses to get Masters
- Allow staff to flex more when students are off campus?
- How will transition to non-exempt be handled and communicated out to campus?
- How will overtime work?

**RBC Update**

- Laura HV goes first
- Laura R second
- Concern raised regarding large campus wide meetings being offered only in-person and how this seems to go against SU embracing hybrid schedules. Concern also expressed that staff are expected to run these hybrid meetings without any training. Kim: Recording is a best practice for accessibility.

### **Guest Speaker: Jen-Tilghman Havens Update**

- General update regarding Women in Mission and Women of Color in Mission.
  - WIM is open to non-binary participants.
  - Any questions, thoughts, you can email Jen directly or [Womeninmission@seattleu.edu](mailto:Womeninmission@seattleu.edu).

### **Labor Acknowledgement Discussion:**

- Examples:
  - <https://www.solid-ground.org/labor-acknowledgement/>
  - <https://www.seattlecolleges.edu/where-we-stand/importance-land-and-labor-acknowledgements>
  - <https://www.seattleu.edu/diversity/racial-equity-summit/racial-equity-summit-2021/#d.en.2124364>
- Offices to collaborate with; ODI, IPI
- Urge to center the acknowledgement to the specific history of the PNW

### **Open Council Discussion:**

- Nomination for special election (1 seat each for non-exempt Student Facing and non-exempt Academic Area). If you know anyone that will be non-exempt on December 1, please ask them to apply by November 13. One position ends in 2023 and one position ends in 2024. There is a \$625 stipend per year for this work.
- DEI survey went out last week. The intent is to gather info about DEI efforts on campus. IAC is trying to find a way to build bridges, share resources, get a snapshot. Survey closes 11/30/22.
- Comm Comm will be putting together the quarterly update soon. Watch for an email asking chairs to submit updates.
- RAA met with Jerron, trying to figure out Staff Appreciation event at the end of the year. There are still questions around who owns this event and which budget does it come out of. They want a lot of staff involvement in the planning.
  - We will have 2 committees (event logistics/planning committee and then award nominations committee to sort through nominations). Would love to open these committees up to ALL of staff not just staff council. Email Jess directly. [allenjessica@seattleu.edu](mailto:allenjessica@seattleu.edu)
- A rep from each committee has been asked to contribute to the working draft of Staff Voices survey. The plan is to have it out prior to the end of the quarter.

**Next meeting is Dec 14th from 1 to 3 pm on Zoom: <https://seattleu.zoom.us/j/96597543307>**