

SeattleU Staff Council Meeting Minutes

April 12, 2023 | 1:00-3:00pm

Location: Remote using Zoom

Present: Kit Morse, Stephanie Lewis, Carly Darcher, Ashlee Day, Valerie Fisher, Laura Hauck-Vixie, Angie Jenkins, Lindsey Jeske, Mike Mullen, Dario Ogaz, Rachel Olson, Niall Quinn, Laura Reeve, Andrea Ross, Becky Rowe, Gabe Solseng, Kim Thompson, Eli Christopher Voigt

Not Present: Corey Belser, Chuy Garcia

Minutes: Eddie Salazar and Carly Darcher (SUSC Secretary/Treasurer)

Welcome:

- Land acknowledgement (Kit)
- Group norms (SUSC members)
- SUSC Purpose and SU Mission (SUSC members)
- Check-in (SUSC Members)

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:

- We received a request to have a law school rep on the council. Currently there isn't enough room on the council to have room for members from specific colleges. However, this can be taken into consideration when we are deciding on the "at-large" seat.
- Ask for better staff representation on search committees.
- Ask for more time for APR completion.
- Request for new ombudsperson at meeting.

No update from Senior Leadership Liaison & HR VP (Jerron Lowe)

Staff Voices Survey Results Overview: Kit Morse provided an update on the Staff Voices Survey results.

- Thanks to committee chairs for sorting responses and submitting, creating charts, and graphs. Thanks to Stephanie Lewis for working on this too.
- In 2019, staff council was new and at that time big topics were identified for that survey. 387 responded in 2019, and the 2022 survey response was 285.
- In 2019, the survey asked a question about relationship between exempt & non-exempt but did not ask in 2022
- Added a number of questions around community in 2022
 - Many more open-ended comments about need for community post-COVID
- Survey asked additional questions about ways to build community in 2022
- More Professional Development Questions in 2022
 - Added a question about the barriers to taking advantage of Professional Development, especially clarifications around availability of training
 - Solicited desired types of training
- In 2022, there was a question asking about what specifically makes people feel appreciated. Surprisingly, the overwhelming choice was a person's supervisor
- In 2022, asked what attracted staff to or keeps them at Seattle U

- In 2022, more questions were asked around workload and unit staffing levels
 - 47.64% (101 people) responded “disagree” or “strongly disagree” (with 17.92% neutral) to this statement “My work unit is appropriately staffed in order to accomplish priorities and provide an adequate level of service” (meaning: only about a third of staff agree/strongly agree)
 - 45% responded “disagree” or “strongly disagree” and 27% neutral response to “I am confident my work unit has adequate coverage to complete my work if I am out of the office” (meaning: only 28% agree or strongly agree)
- In 2022, questions about benefits were redone to ask importance of and satisfaction with a list of each of the general benefits rather than asking about “benefits” in general. This was done to get a better understanding of what people want and need most from the benefits package (note: 68% are very or satisfied with benefits)
- Taking the numbers on average, about 15% fewer were satisfied or very with benefits
- 10% more respondents in 2022 indicated that they agreed or strongly agreed that they felt recognized and appreciated; 3% fewer respondents disagreed or strongly disagreed that they were recognized in 2022
- About 25% more respondents in 2022 were satisfied or very satisfied with flexible work arrangements than respondents in 2019
- Fewer people have a clear understanding of SU’s pay philosophy and structure than in 2019: 45% in 2019 vs 41% in 2022
- In 2019, 78% of respondents said they had professional development funds available; 2022 that number plummeted to 8.3%, and 38% didn’t know whether they did or not

Introduction to new University Ombudsperson Sue Thies:

- independent from decision-making areas, so can be impartial. Provide safe “off the record” space.
- Extra level of confidentiality.
- Partnering with HR, faculty assembly.
- Available to work with teams. Will offer conflict management trainings.
- Mediation offers. Provide individual and group skills.

Continued discussion on Kindness and Collegiality:

- Continued discussion regarding the “Kindness Campaign” to give each other grace.
- Reminder to use Kudos for Colleagues <https://www.seattleu.edu/staff-council/participate/kudos-for-colleagues/>. Discussion on how we can spread the word about Kudos.
- The campaign could be similar to the UREC Motivational events. Motivational signs hung up around campus.
- Is it possible to create restorative justice community?
- Could there be a code of conduct for faculty and staff similar to student code of conduct?

Closed Session Presidential Election:

- President nomination:
 - Laura Reeve - elected

Next meeting is May 10th from 1pm to 3pm on Zoom: <https://seattleu.zoom.us/j/96597543307>