

# SeattleU Staff Council Meeting Minutes

Wednesday, July 13, 2022 | 1:00PM-3:00PM PDT

**Location:** Remote using Zoom

**Present:** Kit Morse, Stephanie Lewis, Carly Darcher, Becky Rowe, Laura Hauck-Vixie, Niall Quinn, Eli Voigt, Angie Jenkins, Corey Belser, Zana Crites, Laura Reeve, Jess Allen, Michael Mullen, Rachel Olsen, Andrea Ross, Dario Ogaz, Ashlee Day, Valerie Fisher

**Not Present:** Kimberly Thompson, Lindsey Jeske

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

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**Welcome:** Land acknowledgement, Group norms, SU Mission statement, SUSC purpose statement, SUSC Check-in, SUSC email report

**DEI Training for all SUSC members:** The Inclusion and Community Committee (IAC) has worked with Brittany Goff in HR to identify two DEI trainings in Engage SU. All SUSC members will be required to complete at least one by the September 2022 meeting.

**Committees Conversation:** All SUSC members are required to serve on at least one sub committee during their time on council. The committees were given time at the meeting to briefly share about their work. In the fall, members will be asked for a rank order of choices for committees.

- **Communication Committee:** Dario Ogaz spoke. *Committee* meets every other week. They handle the internal and external communications of SUSC. Examples of work include quarterly update emails and SUS Office Hours.
- **Inclusion and Community:** Dario Ogaz spoke. Group handles inclusion efforts and staff connections. Examples of their work include padlets during pandemic, affinity groups posted on SUSC webpage, provided feedback on the ombudsperson role, proposed and approved DEI trainings, and there is a staff survey in works. Test survey: [https://seattleu.qualtrics.com/jfe/form/SV\\_bQlBjxNmFH1rlhs](https://seattleu.qualtrics.com/jfe/form/SV_bQlBjxNmFH1rlhs)
- **Review, Benefits, and Compensation:** Laura Hauck-Vixie spoke. Works with closely with HR. This year they will be working with the new VP of HR
- **Staff Recognition and Appreciation:** Group meets quarterly. Examples of work include a campus survey collecting the different ways staff are appreciated across campus and the Kudos for Colleagues program: <https://www.seattleu.edu/staff-council/participate/kudos-for-colleagues/>
- **Bylaws, Nominations, and Elections:** Kit Morse spoke. Group meets as needed. They make sure the SUSC spots are filled and oversee the annual and special elections.
- **Staff/Faculty Interactions:** Kit Morse spoke. Groups meets monthly. They look at staff/faculty interaction pain points. There is a hope to work more closely with the ACA.
- **Professional Development:** Stephanie Lewis spoke. Group will need to be reformed and connect with the Strategic Directions Staff Professional Formation Working Group.
- Are there additional committees needed?
  - Should the IAC be separated into different groups? One focused on DEI work and one focused on social events and building community within SUSC.

## The Year Ahead:

- SUSC made the decision to continue meeting via Zoom
- What guests should SUSC invite to be part of the AY23 meetings?
  - There is some worry about the SUSC meetings turning into information sharing opportunities.
  - Should guests be asked to send “presentations” ahead of time and allot Council time for Q&A.
  - The SUSC should analyze whether the presentation would be more appropriate as “open forums for all staff.
  - Maybe it is more advantageous to invite some guests to committee meetings instead of the larger SUSC meetings?
  - Potential Guest/Groups:
    - President’s Council on Sustainability:  
<https://www.seattleu.edu/cejs/campus-sustainability/presidents-committee-for-sustainability/>
    - Inclusive hiring practices (Inclusion committee?) – collaboration between faculty & staff
    - Invite student groups
    - Strategic Directions – for staff input?
- SUSC should move forward with an all-staff survey.
  - Last time this was done was three years ago: Staff Voices Survey – data available – revisit the survey and updated
  - When is the best time to send out survey to campus? Possibly early to mid-September.
  - Which committee to oversee? Kit Morse suggested that maybe an ad-hoc survey committee be convened. The ad-hoc survey committee could be made up of chairs or reps from each committee.

## SUSC as a Community:

- Getting acquainted as the new council term begins
- Chat about an August Zoom or in-person gathering for more community building time
  - Casual gathering at Optimism? Outdoor event? Outdoor may be better for no virus transmission
  - August or September? Maybe after Labor Day. A Doodle poll will be sent out to the SUSC members.

**Next meeting: August 3, Wednesday, 1:00PM-3:00PM PDT via Zoom:**

<https://seattleu.zoom.us/j/96597543307>