

SUSC Year End Committee Reports

Session July 2021 – June 2022

Committee on Appointments

Session Accomplishments:

- Nominated candidates for Human Resources Vice President Search Committee.
- Nominated candidates for Board of Trustees Committees.
- Nominated members for the Flex Work Advisory Group.
- Recruited Council members for interview sessions with Human Resources Vice President candidates.

Continuing Projects:

- This committee will continue to be available for any group on campus that would like assistance in locating staff representatives.

Actions needed from Council:

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Members continuing into next session:

- Kit Morse

Additional Items:

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Nominations, Elections, & Bylaws

Session Accomplishments:

- Special election in fall quarter 2021
- Annual election in spring quarter 2022
- Bylaws amendments to Article X

Continuing Projects:

- Need to add verbiage to compensation for members and leadership. Use ACA as a guide. A vote will be needed to add to Bylaws.
- Hold an election to fill one academic non-exempt seat

Actions needed from Council:

- None at this time

Members continuing into next session:

- Kit Morse
- Andrea Ross

Additional Items:

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Communications Committee

Session Accomplishments:

- Sent [Fall Welcome Message](#) to staff
- Updated [Staff Council web site](#)
- Sent [quarterly updates](#) to staff
- Initiated Staff Council Office Hours
- Set up [Staff Connections](#) web page to post affinity groups identified by IAC Committee

Continuing projects for FY23:

- Update website for annual changes in members and committees
- Continue quarterly updates
- Decide whether to continue Office Hours. Schedule office hours.
- Possible Staff Voices Survey in 2022.
- Possible blog or other method to respond to anonymous questions received from the Feedback Portal.

Actions needed from Council:

Members continuing into next session:

- Dario Ogaz
- Chuy Garcia
- Carly Darcher

Additional Items:

- [Minutes from this year's meetings.](#)

Inclusion & Community (IAC)

Session Accomplishments:

- Began discussion around the need for a Staff Development Center, which then led to the formation of a working group within Staff Council
- Provided input to working group for ombudsperson job description through member Angie Jenkins.
- Sponsored Staff Connections Padlet through Fall Quarter. Decided to discontinue Padlet based on changing needs since return to in-person work on campus.
- Gathered information from campus wide affinity groups and posted them on the [Staff Connections | Staff Council](#) web page.
- Initiated conversation with Staff Council and Shaney Fink to discuss resignation of head men's basketball coach Jim Hayford to address the culture and student concerns in athletics
- Met with other groups and leaders working on inclusion at SU:
 - Met with student athletes for a listening session around racism and inclusion concerns.
 - Met with Jill Moffit, Interim Assistant VP for Institutional Equity. Discussion especially focused on support for women on campus, support for BIPOC staff, relations between faculty & staff, and staff development.
 - Met twice with Brooke Coleman, co-chair of Strategic Directions Goal 4 Inclusive Excellence working group, to discuss Goal 4 objectives, campus bias reporting tool, and ways to coordinate among various staff groups working on inclusion.
 - Met with Cindy Le, College of Nursing's student representative from the Equity and Justice Committee Leadership Council to discuss their work and the microaggression tool they developed to explore how this tool could be implemented on a university level
 - Met with Kate Reynolds from the College of Arts and Science's Leadership Committee on Intersectionality and Justice (LCIJ) to discuss how we can collaborate
- Began discussion of how to highlight events or programs that provide connections across silos, and how to advocate for better ability of staff to be able to attend events.
- Drafted a proposal for annual DEI training for Staff Council
- Currently in beta development of a survey to gather information about the variety of staff DEI activities already occurring on campus.

Continuing projects for FY23:

- Implement annual DEI Professional Development for Staff Council Members
- Continue development of DEI Survey: beta test among S USC first, check in with ODI, then survey wider staff.
- Maintain regular contact with Brooke Coleman and Office of Diversity & Inclusion.
- Collaborate with LCIJ (Leadership Committee on Intersectionality and Justice) in the College of Arts & Sciences
- Work with HR & ODI to provide organizational home and wider visibility for staff affinity groups presently listed on S USC Staff Connections page.
- Continue to follow up on "collaborative development and further evolution" of the ombudsperson position, as recommended in the [S USC Ombudsperson Motion](#).
- Continue work on ways to build connections across silos.

- Plan Ice cream social either in the Summer or Fall

Actions needed from Council:

- Approve proposal for annual Staff Council DEI training

Members continuing into next session:

- Dario Ogaz
- Stephanie Lewis
- Angie Jenkins
- Corey Belser

Additional Items:

- [Minutes from this year's meetings.](#)

Recognition & Appreciation (RAA)

Session Accomplishments:

- Held campus-wide survey on appreciation practices in spring quarter.
- Committee was integral to planning & facilitating the Staff Appreciation barbecue event.

Continuing projects for FY23:

- The survey of appreciation practices – evaluation and creating a campus wide resource will carry over into next year.
- Amplifying Kudos for Colleagues program – possible public kudos sharing?

Actions needed from Council:

- none

Members continuing into next session:

- Jess Allen
- Kit Morse
- Andrea Ross

Additional Items:

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Review, Benefits & Compensation

Session Accomplishments:

- We met with Reps from HR (primarily Matt Phillip and Jeff Pixler) approximately nine times over the year to share staff concerns (from emails, general SUSC meetings, and office hours)
- Discussed topics such as flexwork, exit interviews, sick leave policy (in light of COVID), compensation concerns, Washington labor law changes, and Matt presented potential changes to the retirement benefit
 - Advocated for transparency and information sharing
 - Relayed concerns regarding flexwork inequity and advocated for HR to be available to work with staff who do not feel supported in flexwork proposals
 - Advocated for flexwork equity across campus and requested report out to leadership about divisions which do not have flexwork plans
 - Provided feedback regarding exit and stay interview options
- In late January, HR did announce a sick leave pool option after RBC and SUSC feedback.
- The retirement benefit potential changes presented to RBC were all received positively and have since been shared with cabinet – a final decision will be announced to campus in June
- Raised the concern that tuition remission for the EDLR program is impacting recruitment of new staff
- Though not attributable to RBC (IAC 2020-21 brought forth the issue), staff council successfully advocated for the ombudsperson role to support staff in addition to faculty which was a key accomplishment to support staff.

Continuing projects for FY23:

- Key topics to continue in FY23: compensation and MRR (equity issues); career ladders/matrices/staff opportunities; vacation and leave benefits (could these be enhanced?); Washington Labor Law and associated change management; performance evaluation relevance to merit increases (where are they connected); carpool structure; stay/exit interviews; staff involvement in Strategic Directions
- It has been difficult to ascertain how best to address compensation concerns, and who to discuss these with. After reaching out to Chris Van Liew from Strategic Initiatives, it seems HR is our best contact for this topic (correspondence is saved in RBC files).

Actions needed from Council:

- Need additional members for FY23

Members continuing into next session:

- Laura Hauck-Vixie
- Stephanie Lewis

Additional Items:

- Full notes from this year's meetings, <https://redhawks.sharepoint.com/:w:/s/SUSC/EcUfgt4A-L1Ep9YJa0Im8LEBi-69ByAhOWzB-tiffyyOpw>

Staff and Faculty Interactions

Session Accomplishments:

- Held two listening sessions with a wider group of Council members who interact regularly with faculty to discuss:
 - What is the current situation of staff-faculty interactions?
 - What can be done to improve staff-faculty interactions?
- Contacted AcA about working together on staff-faculty interactions. Received some expressions of interest, but no specific volunteers yet.
- Brainstormed ideas for next steps or possible ideas for the future.
- Currently compiling a summary report document of information and ideas gathered so far.

Continuing projects for FY23:

- Continue developing a list of specific problems and possible solutions so that the issues can be clearly communicated.
- Possibly hold some listening sessions with additional staff.
- Continue outreach to AcA so that staff and faculty can jointly collaborate on improving interactions.
- Engage with ombudsperson after they are hired.
- Seek further engagement from provost's office in increasing respect between staff and faculty.

Actions needed from Council:

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Members continuing into next session:

- Kit Morse

Additional Items:

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Staff Development Center Working Group

Session Accomplishments:

- Brought together discussions formerly held by IAC and Professional Formation committees
- Did some [research](#) on professional development at peer institutions.
- Met with Rachel Olson (admin coordinator for Center for Faculty Development) regarding staff support group that she had formed.
- Met with Strategic Directions working group on Staff Professional Formation
- Sent [document](#) to SD group on themes for a staff development center learned from Center from Faculty Development.
- Working on draft document regarding staff development.

Continuing projects for FY23:

- This working group's specific project ends this year regarding ideas for a staff development center. However, work on staff development should continue through the Professional Development Committee.
- Establish regular communication with the Strategic Directions working group on Staff Professional Formation
- Establish regular communication with any HR person assigned to work on staff development
- Continue to advocate for staff priorities, especially
 - development of career internal tracks or career matrices
 - availability of time and funding for staff development
- Continue to advocate for practical aspects of a staff development center, especially a Staff Development Coordinator and a Staff Resources web page, each of which can be an identifiable and visible point of contact for staff development.

Actions needed from Council:

- Re-start Professional Development Committee

Members continuing into next session:

- Working group ends this year.

Additional Items:

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