

SEATTLEU

**Staff Council
Sharing Session**

Agenda

- Presentation (30 min)
 - General Updates
 - Staff Voices Survey Results
- Discussion, Q&A (30 min)

Staff Council Members

- Leann Wagele | president
- Katie Bowler | vice president
- Erin Beary Andersen | secretary
- Matt Burton
- Jennifer Chan
- Yolanda Cieters
- Brittany Goff
- Alexa Goodman
- Angie Jenkins
- Bernie Liang
- Toni Malaspino
- Luke Marney
- Kit Morse
- Megan Otis
- Arsenio Roddy-Little
- Rosie Sabaric
- Kirsten Schumacher
- Rebecca Severson
- Stephanie Toppin

General Updates

- Welcomed two new members
- Finalized by-laws
- Hosted an ice cream social appreciation event on Aug 28
- Invited to speak at President's Welcome
- Hosted table at Benefits Fair
- Appointments:
 - SUSC President, Leann Wagele, appointed to BoT
 - Angie Jenkins appointed to ex officio seat on AcA
 - Staff Representatives appointed to 7 BoT Standing Committees

General Updates, continued

- LT meets monthly with VP of HR, Michelle Clements
- Full Council has met with:
 - Strategic Planning Steering Committee (x3)
 - Phil Thompson, President's Committee on Sustainability
 - SUSC voted to support PCS's Climate Positive Campus Initiative
 - Special meeting with President & Provost RE: PP
 - Public Safety
 - Campus Services & Chartwells

Committees

- Committees formed to address priority areas:
 - Inclusion & Community
 - Professional Development
 - Review, Benefits & Compensation
 - Staff Recognition & Appreciation
 - Leadership Team
 - By-Laws / Elections
 - Communication

Staff Voices Survey

- Gather data from staff to inform and guide our work
- Collaboratively created & analyzed by SUSC members
- Executive Summary shared with Cabinet
- Survey results shared with HR, and will go to Cabinet
- Executive summary, results will be posted to SUSC website
- We look forward to partnering with university leadership & other thought partners to determine next steps

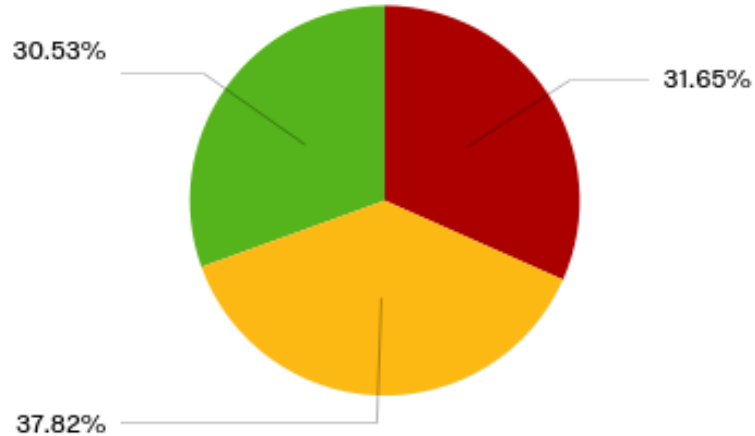
Response Rate

- 378 responses to the survey
- 787 staff members at SU*
- 48% response rate

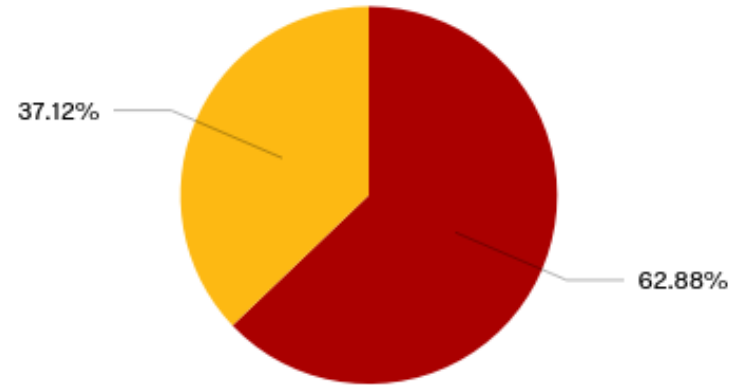
* At the time of the survey

Demographics

- Campus Area



- Employment Status

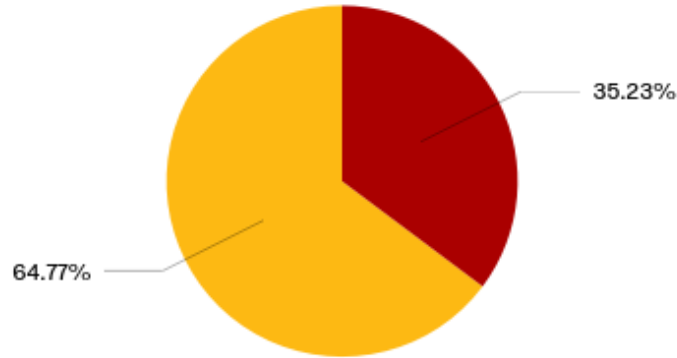


■ Academic Focus ■ Student Focus ■ Structural Focus

■ Exempt ■ Non-Exempt

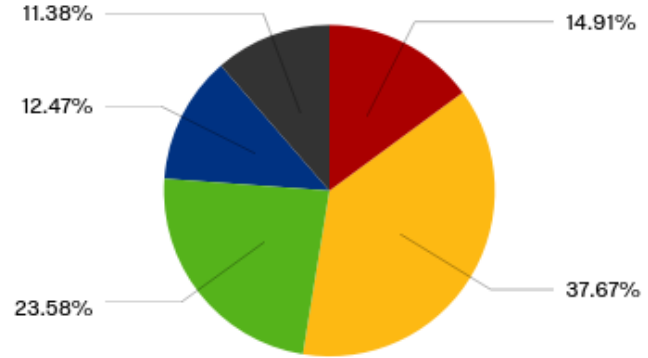
Demographics, cont.

- Supervising other staff?



Yes No

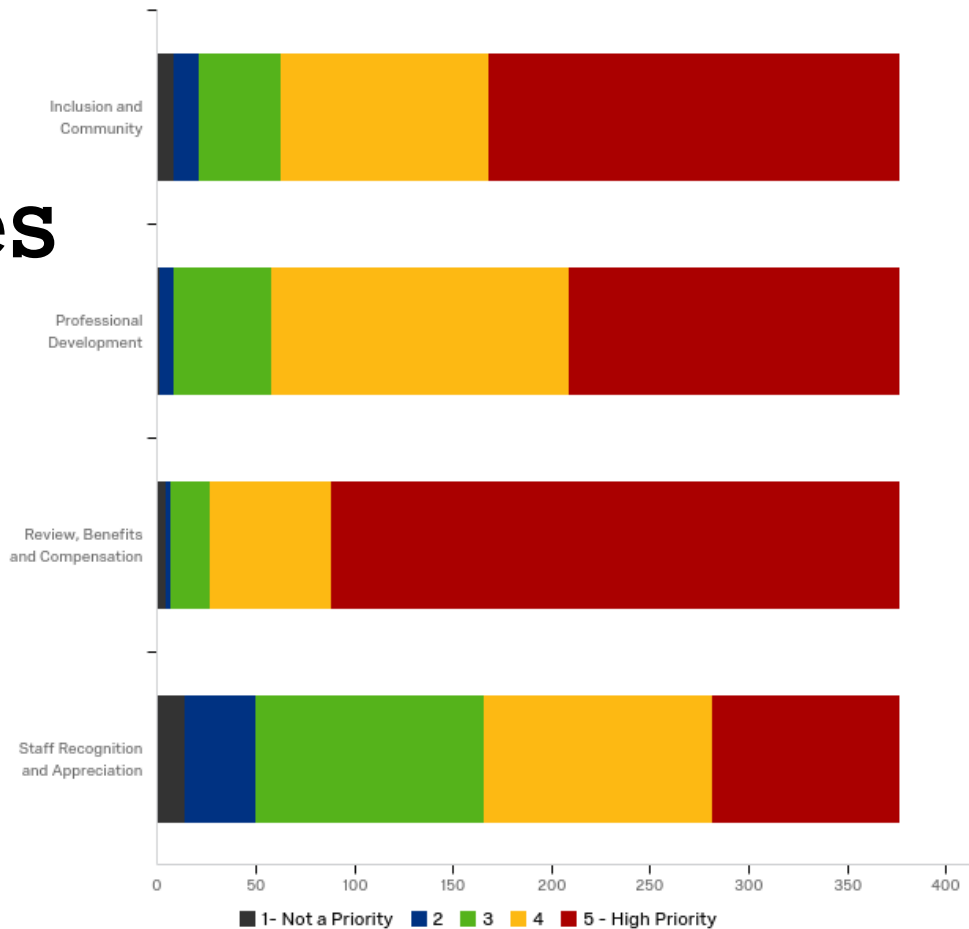
- How long employed at SU?



Less than 1 year 1-4 years 5-10 years 11-15 years 16+ years

Aligning Priorities

- How well do our priorities align with staff priorities?
- Priority areas we missed?



Communication Committee

- Chair:
 - Megan Otis
- Members:
 - Erin Beary Andersen
 - Matt Burton
 - Brittany Goff
 - Rosie Sabaric
- Survey questions RE: communication from Staff Council
 - How frequent?
 - What methods?
 - Best days/times for events

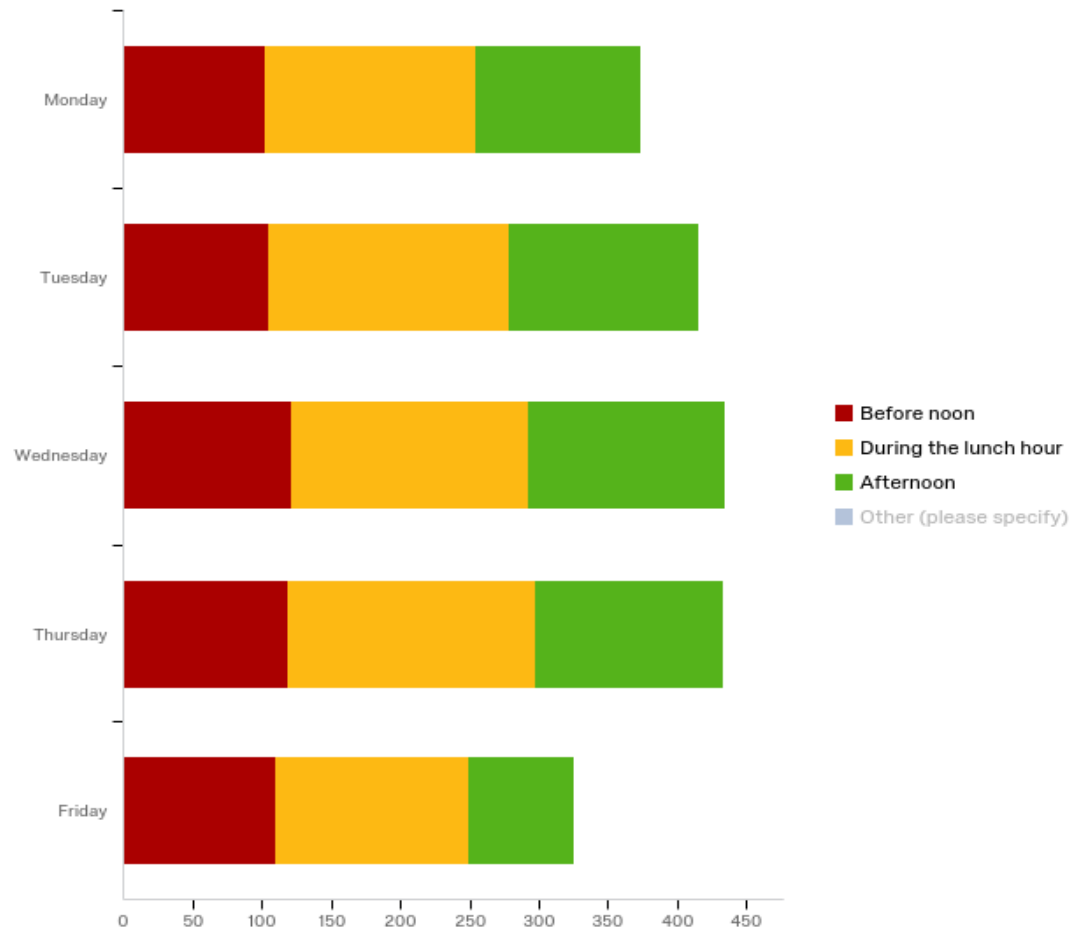
Communication Committee

- Electronic communication will be our primary method
 - Email:
 - Content, urgency of message guide timing, frequency
 - Utilize Campus Announcements as needed
 - Website:
 - Archive email messages on website under Latest Updates
 - Meeting summaries posted each month
- In-person events when appropriate
 - Lunch hour; Tue, Wed, Thu best days/times overall
 - But offer options to accommodate as many as possible

Best Days/Times for Events

332 respondents; 1,983 selections*

*Check all that apply



Professional Development Committee

- Chair:
 - Luke Marney
- Members:
 - Bernie Liang
 - Kit Morse
 - Rebecca Severson
- Does your office/department have PD funds available to you?
- What kinds of PD opportunities would you like to see?
- What would enable you to participate in PD?

Most Mentioned Themes

Priority of Committee's Work

1. Manager/Supervisor Leadership Training
2. Funding
3. Time
4. Career Advancement



Prof. Dev. Questions Received > 200 responses

Manager/Supervisor Leadership Training

- Request more campus-based training for managers/supervisors
- We are collating training options and will connect resources with HR & Staff Council

Funding

- Staff report not enough resources to support PD
- PD funds often first cut during budget cuts
- Goal to understand current funding mechanisms across campus

Time

- Staff wish PD were considered valuable and integral part of job duties, fully supported in spending time devoted to PD “on the clock”
- Partner with AcA, HR, other administrative bodies to help enact change

Career Advancement

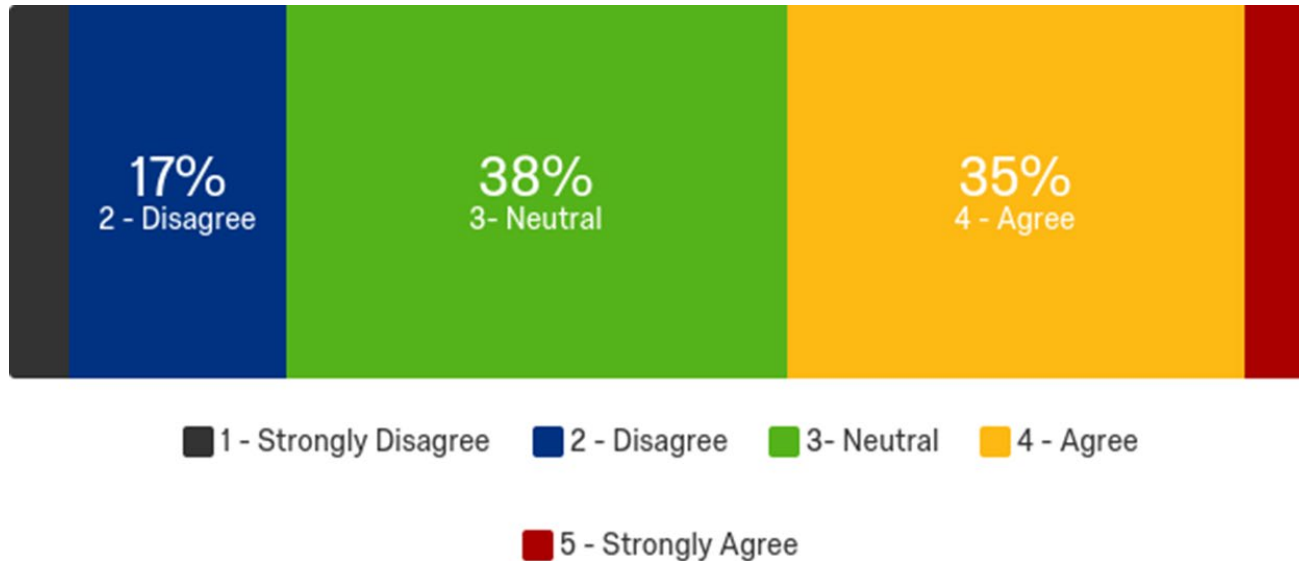
- Staff report PD ineffective without career advancement opportunities within SU
- Staff would like career development, coaching to help support growth, promotion within university
- Coordinate with HR to provide more career counseling opportunities

Recognition and Appreciation Committee

- Chair:
 - Kit Morse
- Members:
 - Katie Bowler
 - Matt Burton
 - Brittany Goff
- Seattle U as a whole do a good job of recognizing employees
 - 1-5 scale – disagree/agree?
- What would make you feel appreciated as a staff member?
- What recognition programs should SU adopt to acknowledge and celebrate great team members?

Recognition and Appreciation

- Does Seattle U as a whole do a good job of recognizing employees?



Primary Themes

- More recognition
 - More frequent, more methods, in more organizational levels, broader range of recipients
- Current appreciation events are valued but can be improved
- Ensure that recognition goes to staff at all levels
- Compensation, promotion & professional development are essential forms of recognition

Next Steps

- Develop proposals for other types of recognition:
 - At more times of year, at more local levels, and for different types of service
- Work in partnership on annual appreciation event
- Advocate for and model appreciation of staff
- Develop online form for recognition between staff members

Review, Benefits and Compensation Committee

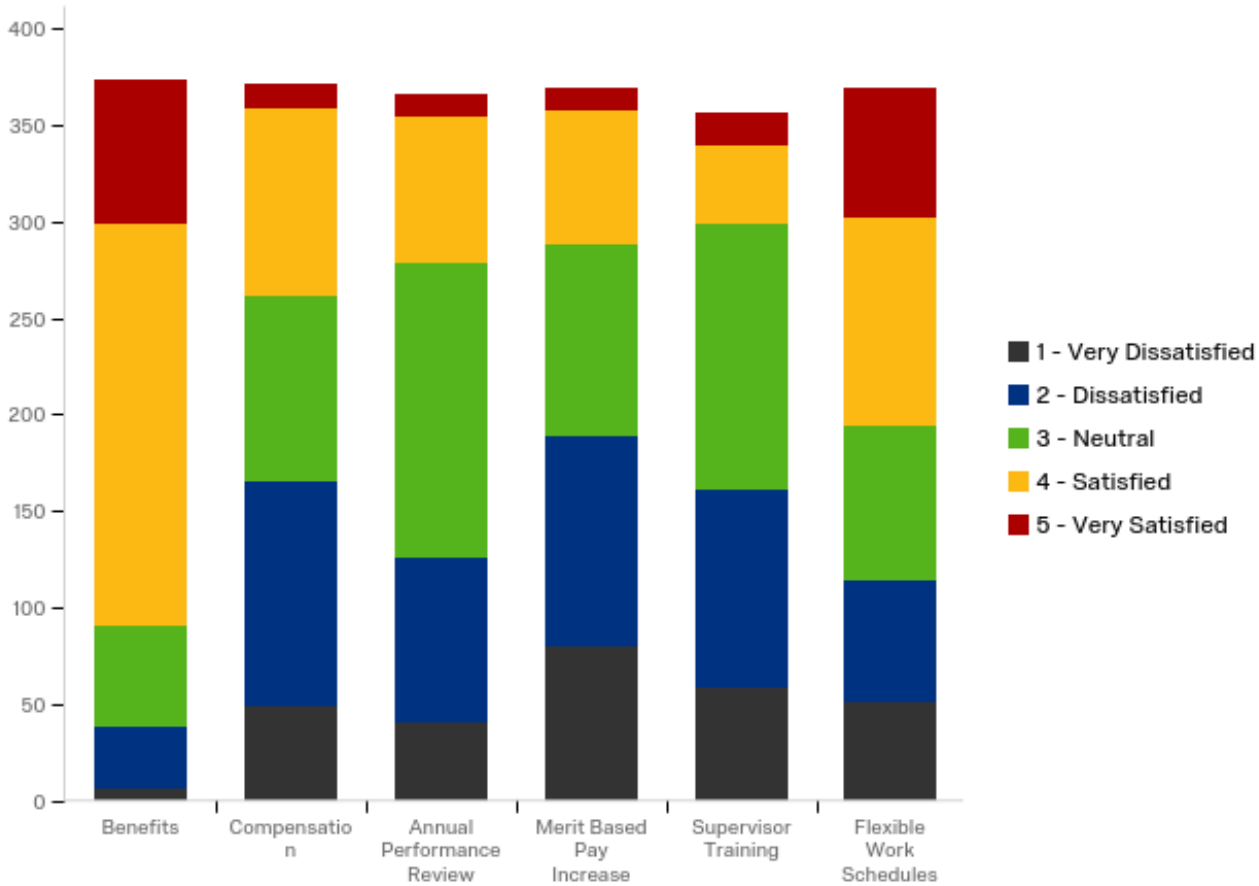
- Chair:
 - Arsenio Roddy-Little
- Members:
 - Erin Beary Andersen
 - Jenn Chan
 - Yolanda Cieters
- For each of several aspects (benefits, compensation, APR, merit-based pay increases, supervisor training, flexible work schedules)
- How satisfied are you? How important are these aspects to you?

High Priorities

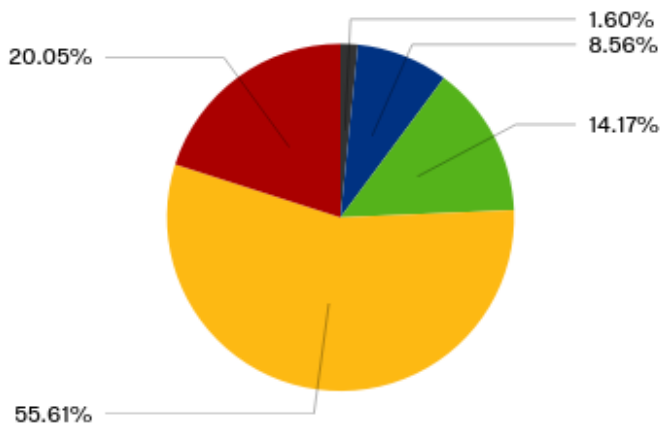
- Compensation 79%
- Benefits 71%
- Flexible Work Schedules 55%
- Merit Based Pay Increases 55%

347 respondents

Satisfaction Levels



Overall Satisfaction



- Benefits
 - 75%
- Flexible work schedules
 - 47%

■ 1 - Very Dissatisfied ■ 2 - Dissatisfied ■ 3 - Neutral ■ 4 - Satisfied ■ 5 - Very Satisfied

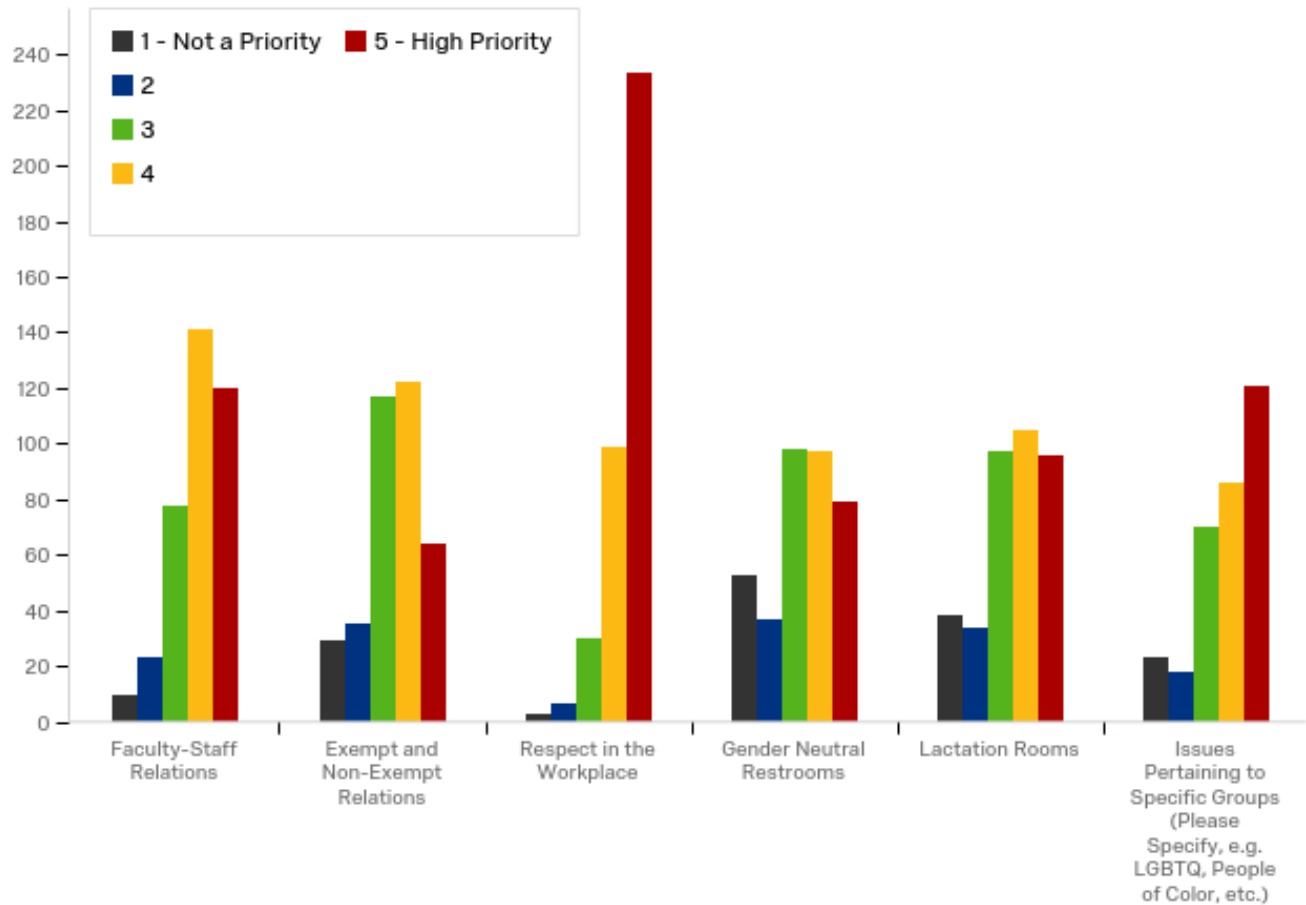
Takeaways

- Disconnect between satisfaction and importance:
 - Compensation
 - Merit-based pay increase system
- Correlation between satisfaction and importance:
 - Benefits

Inclusion and Community Committee

- Chair:
 - Alexa Goodman
- Members:
 - Katie Bowler
 - Matt Burton
 - Yolanda Cieters
 - Angie Jenkins
 - Rosie Sabaric
 - Kirsten Schumacher
 - Stephanie Toppin
- What aspects of inclusion, community are most important to you?
- How can SU be more inclusive and community driven?

Aspects Most Important to You



Top Concerns

- Treatment of staff
 - Faculty-staff relations
 - Training for respect and anti-bias in the workplace
- Diversity, equity and inclusion
 - Additional DEI training
 - Recruiting and retention
 - LGBTQIA+ recognition
 - Accessibility
- Community building
 - Affinity groups
 - Connect across silos
 - Smaller group follow-up to events like Mission Day
- Additional areas of focus:
 - Flexible work schedules
 - Lactation rooms
 - Staff voice in decision-making

General Conclusions / Next Steps

- SU staff desire to be part of a community, want to feel like their work is part of something bigger
- Some items are immediately actionable, others require development, culture change over time
- Partner with other campus groups to pursue these concerns

Discussion, Q&A

Thank You

- www.seattleu.edu/staff-council
 - Anonymous feedback form
 - Member list & contact info
 - Latest updates
 - Meeting summaries
- staffcouncil@seattleu.edu