

SU STAFF COUNCIL ELECTION **VOTERS' PAMPHLET**

Celebrate!
Participate!
Nominate!
Vote!

- Vote January 28 thru February 1, 2019
- Find all you need to know about the candidates inside
- Additional info at www.seattleu.edu/staff-council/vote

For the latest Staff Council news or to contact the Steering Committee

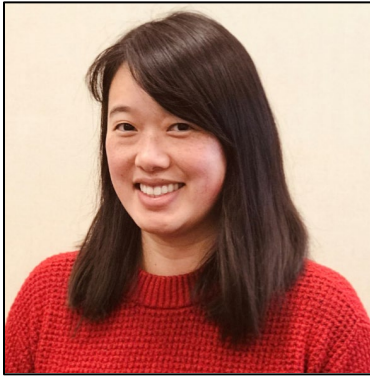
Visit www.seattleu.edu/staff-council

SEATTLEU

SU STAFF COUNCIL ELECTION | VOTERS' PAMPHLET

ACADEMIC FOCUS: Vote for 3 exempt & 3 non-exempt candidates | 6 Total

Jennifer Chan
Academic Focus
Exempt



I started as a non-exempt full-time employee for the International Student Center (2014). In 2015-16, my role was divided between ISC and OMA as their admin assistant. I enjoyed working for both offices, each having their own unique student population and work environment. I felt that I was trapped, powerless, and voiceless without an ability to advocate for my situation, which complicated splitting my time between the two different offices. I completed the Campus Climate Survey knowing that I had constructive feedback and was intrigued to find that I wasn't the only one who felt frustrated. I then was disappointed that not much was done in the short term to address the findings. I'm excited by Dr. Martin's work and now as an exempt staff at Ed Abroad Office as an Advisor, I feel like I have more power and voice in advocating for myself and others. I believe that with my various roles and experiences at SU and my commitment to our community and work, I would be a good representative.

Angie Jenkins
Academic Focus
Exempt



I am excited for the creation of this Staff Council as a vehicle for staff to bring their perspectives to the decision making process. Over my almost 14 years here, I have had the privilege of being involved on committees and task forces which has afforded me the opportunity to exchange ideas and engage in conversations to effect change across campus. I have developed relationships with faculty, staff, and students which has given me particular insights in order to serve effectively as a voice for our staff community on this Council.

While many may think of our mission, vision and values as mainly pertaining to students, it is crucial to apply them to all who exist in this space. Therefore, issues such as the care of staff are essential for us to attend to in order to thrive as an institution. Staff are vital in the overall student education experience so I am eager to contribute to the university's efforts to ensure a positive and healthy work environment for all staff members.

Toni Malaspino
Academic Focus
Exempt



I am approaching my five-year anniversary in the College of Nursing. My previous experience covers a broad range of work environments: health care, corporate, private asset management and non-profit and in each organization, I learned that people want to be heard, appreciated, and contribute to the success of the institution. At SU, we are already doing that as staff as each of us contribute—directly or indirectly—to the education and professional formation of students. I am grateful for the inclusion of the staff voice by forming the SUSC to complement the organizations that represent students and faculty. I welcome the opportunity to advocate for and work with my staff colleagues as your representative and working with and for you to promote a campus community that supports equity, justice, and the empowerment of leaders for staff as well as faculty and students.

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Amelia Marckworth

Academic Focus
Exempt



I am running for the Staff Council because I would like all staff on our campus to feel valued. I came to Seattle University as a graduate student (Nonprofit Leadership '17) because I connected with the University's mission and its values of compassion, leadership, and care for all individuals. As a student, I fell in love with the campus community, and within a year of enrolling, I joined the SU campus as a full-time staff member in the Albers Innovation & Entrepreneurship Center. I am committed to upholding the SU mission to ensure that all staff on our campus have their views represented at all levels of decision-making. With the University leadership change happening in just a few years, it is even more important that we intentionally highlight the staff perspective.

Luke Marney

Academic Focus
Exempt



I initially inquired with Megan and Leann about ways to get involved in this new Staff governance in order to help facilitate change. My own interest lies in the cultural and ethical problems we face around technology. Here at Seattle University, Staff are rarely acknowledged, encouraged, or enabled to contribute to innovation. This is a tremendous waste of resources. It is also quite devastating to young, eager minds that want to help. While Faculty have to compete for funding, Staff have the unique opportunity and ability to stand outside the faculty-funding relationship and think critically about how and if that system supports the University's mission. In essence, the University's Staff has no reason to not collaborate on clearly visible problems. If we are to be happy, healthy, and effective, Staff must seek to redefine our relationships with administration and faculty by balance, not by tension.

Megan Peter

Academic Focus
Exempt



I am currently the Associate Registrar at the School of Law. I have worked at Seattle University for over 8 years and have earned both my undergraduate and graduate degrees here. I have a great understanding of what is important from both the staff and student perspective. I have an immense interest in the direction the higher education is taking in the country and especially how that impacts SU. I want help SU stay relevant as both a premier institution for students and a premier institution for staff.

Over my time at SU I have been a part of a variety of leadership and volunteer opportunities. I lead multiple reading groups at Balley Gatzert and the Sights and Sounds Immersion trip, twice. Currently I am a part of the Law School Staff Council which created space for important conversations around power dynamics, workplace culture and overall ways to support the staff. I would love to take the same knowledge and information I have learned from this staff council to the greater Seattle University community.

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Carleen Ratcliffe

Academic Focus
Exempt



I have been at Seattle University for 1.5 years, and during that time here, have seen and experienced multiple facets of the university's structure, cultures, and environments. Seattle University employs some remarkable staff that are doing remarkable things and these people should be acknowledged, encouraged, and supported. I would like to serve on the Staff Council in order to advocate for those who support our community and help us grow. I feel it is important that the environment for the staff is one that allows us to feel as though we can risks and innovate in the name of the university and the students. And most importantly, I would like to ensure that staff voices are heard, and decisions, at many levels, take into account the viewpoints and perspectives of those that these decisions effect.

Melissa Schade

Academic Focus
Exempt



It is long overdue that SU staff have their voices heard and be an equal part of our shared governance. I firmly believe that a diverse and truly representative Staff Council will advance equity and further our SU mission. This belief comes in part from what I learned about inclusion and equity here at SU as a student. After earning my degree, I began working at SU as a temporary employee, later became a full-time non-exempt employee, and am now an exempt employee. Serving in each of these roles has broadened my perspective on staff experience, expanded my community of colleagues, and has enabled me to see tensions in our culture I wouldn't have otherwise. I am aware of the non-exempt/exempt staff divide and the impact this culture has on staff development, opportunity, and security. If elected to the Staff Council, I will strive to be an outspoken advocate for all staff, centering the most marginalized, so that we all feel seen, heard, and cared for by this institution.

ShanShan Tan

Academic Focus
Exempt



I joined Seattle University a little over a year ago and I have an amazing team and relationships on campus that show me that my voice matters on campus. Unfortunately, I also had talented colleagues leave campus because they felt they didn't belong at Seattle U. As a professional of color it is important that I have a voice in staff council. I want to collaborate with others on campus to make this community welcoming for everyone. This past year I completed a leadership program with Executive Development Institute and started the Master of Public Administration program so I am excited to use my skills and learning in staff council!

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Yolanda Cieters

Academic Focus
Non-Exempt



I'm honored to be nominated for the University Staff Council. I would love the opportunity to make positive contributions to the wellbeing of our SU staff and campus community in any way that I can.

I started at Seattle University in 2015 with the Center for Environmental Justice and Sustainability (CEJS) where I currently serve as the Sustainability Manager. My commitment as a member of the SU community: listening, supporting, collaborating, and driving change for the greater good.

Through participation in the Staff Council, I hope to create deeper connections with colleagues; give voice to the concerns of SU staff; put forth action to advance our work environment; be involved in decisions that affect the health, wellbeing, professional development, and personal growth of our staff; and contribute positively to the University community.

Advocating for staff across SU would not only be a great learning opportunity, but a great privilege. Thank you for your consideration.

Kaelen Frashure

Academic Focus
Non-Exempt



I am seeking election onto Seattle University's Staff Council because I am a compassionate and hard-working leader interested in representing my peers and colleagues at the university. My initial draw to the university was simple: I wanted to be a part of an organization whose mission is to empower leaders for a more just and humane world. Since stating at SU in 2012, that desire has grown into an aspiration to be an advocate for change in the pursuit of equity and excellence. If elected I look forward to being a positive voice on a critical university body. In addition to my work at SU, I enjoy spending time at Mariners' games, hiking outdoors, and playing the bagpipes.

Rosie Sabaric

Academic Focus
Non-Exempt



I come to this election with a unique perspective of the institution. During my four years of employment at Seattle University, I have held the title of staff member and student simultaneously for much of that time. Having worked in the Dean's Office in the College of Arts and Sciences while enrolled in a graduate program in the College of Education, and now serving two large academic departments while taking courses in web development, I am committed to this institution.

Most importantly though I am committed to the staff that keep Seattle University running and functioning. I believe we, the staff members, are the backbone of this institution. In my time here, I have seen too many great staff leave the institution. We have a great community and I want to see that grow and thrive! Our staff- across all units- believe in the work that they do, in the work of each other, and work hard. We go beyond all of our job duties. When "other duties as assigned" come our way, we get those done. I want to be a part of the Staff Council to advocate for staff needs, provide an avenue to hear your concerns, and continue to promote the amazing work of our staff.

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Rebecca Severson

Academic Focus
Non-Exempt



I have served as a staff member here at SU for over 14 years, in all three areas of focus - academic, student and structural, with my most recent service in the College of Nursing. As a staff member, I've completed my BA in Liberal Studies and am currently halfway through the MA in Transformational Leadership program.

Last year I had the opportunity to participate in the HR process of reviewing family leave benefits. I really enjoyed getting to know more of my fellow staff colleagues from across campus and working collaboratively on a project to better serve the staff at SU. I would be happy to represent my staff colleagues on the council as we work to elevate staff voices on campus.

STRUCTURAL FOCUS: Vote for 2 exempt, 2 non-exempt & 1 Union | 5 Total

Debbie Black

Structural Focus
Exempt



Staff comprise a large percentage of Seattle University employees, are directly impacted by decisions made by university administration, and deserve to have a voice in the decision-making process. The Staff Council provides this opportunity. I am interested and inspired to contribute to this leadership group, and to work toward achieving a culture of inclusivity at Seattle U.

I bring to the table a strong desire to listen and learn, a genuine interest in people, excellent communication skills, a strong work ethic and affinity for teamwork, and an authentic desire to represent the interests of my colleagues, making them feel valued and included.

I hope you will allow me to serve you as your Staff Council representative.

Barrett Dowell

Structural Focus
Exempt



My name is Barrett Dowell and I am a member of the Information Technology Services team. I work closely with Seattle University's Admissions departments to ensure prospective students can apply to our university. I would like to be more involved in our campus community and I thought serving on the Staff Council would be a great start. Thank you for considering me as a candidate for the Staff Council and thank you in advance for your vote.

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Morgan Frost
Structural Focus
Exempt



I am interested in serving on the Staff Council because I have dreamed of such an entity existing since I started at SU four years ago. I see a great need for this kind of representation of staff voices, and I want to be a committed part of it. With a background in project management and a leadership education from SU, I would be honored to bring these skills and knowledge to a governance role. I would be especially excited to contribute to strategy formation, goal-setting, and managing timelines for the council.

Kerry Keller-Ash
Structural Focus
Exempt



I am Kerry Keller-Ash and I hope to serve on the Seattle University Staff Council (SUSC). I have been at SU eleven years, first as an Administrative Assistant and now as a Budget and Financial Analyst in the University Budget Office. Because I am committed to the mission of the university, I anticipate working here many more years. I am happiest in my job when I am partnering with campus colleagues to make our work more effective and in better synchronization. I am a dependable, well-organized, articulate, thoughtful and collaborative person. I am energized by the many ways having the SUSC in place will empower our staff and strengthen Seattle University. Particularly exciting to me will be the opportunity to improve staff development, strengthen staff experience, and identify issues that affect SU staff and recommend solutions. Thanks for taking the time to educate yourself about the candidates. Know that I am committed to being a passionate and dedicated representative.

Kathryn "Kit" Morse
Structural Focus
Exempt



I have wanted to participate in Staff Council since I first heard of its creation! At the university where I previously worked, I held a number of positions in their Staff Senate. I started as an At Large senator and was eventually voted Vice Chair, and found all of the work and experience extremely rewarding. My three biggest hopes are to:

- 1) Have the chance to be a part of the undertaking to move forward the needs and goals of Seattle University staff;
- 2) Help plan offerings for all of campus that will help bring members of campus closer to become a tighter-knit community;
- 3) Take advantage of the opportunity to work with individuals from all walks of campus life, and to build bridges between the silos that have separated us.

Staff Council is a wonderful step in the right direction for Seattle University and I would love to be one of the people working on solutions for all of us.

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Megan Otis
Structural Focus
Exempt



This year, I have served on the Staff Council Steering Committee as one of the co-chairs, and I would love the opportunity to continue participating in this work as a member of the Staff Council. I've worked at Seattle U for nearly 7 years, in three different roles in multiple areas of campus. While I am currently in an exempt role, I have served in many nonexempt roles throughout my career, both here and at WWU where I worked for many years prior to coming to SU. I value diversity, inclusion, collaborative inquiry and action, openness, transparency, and dialogue. I believe strongly that all staff, exempt and nonexempt, are crucially important to the daily operations and long-term success of any university. Staff deserve to feel valued, important, and ought to be respected, embraced, and fully integrated, along with students, and faculty, into the shared governance structures of the university because everyone impacted by a decision ought to have a voice in the decision-making process.

Mattie Ringstad
Structural Focus
Exempt



I have been part of the Seattle University campus for almost ten years, first as a student and now as a staff member in ITS. During that time, I have held various positions, but for the past two years I have served as a Project Manager and Business Analyst. This allows me to focus my efforts on looking at the current state of the university and engaging with stakeholders to find new ways to improve the student, staff, and faculty experience. I have been able to see the impact and change staff can initiate when we are all aligned with a common mission. However, to achieve our mission, we also need to ensure that the university is offering its staff the support they need for long-term retention as well as attracting new members into our community. What I value most is providing support to this community which, I believe, translates to a positive impact here on campus. Being part of the Council will allow me to be a voice to help find solutions and advocate for positive change.

Arsenio Roddy-Little
Structural Focus
Exempt



It would be an honor to serve on the Seattle University Staff Council. My life experiences have informed my personal values of ethical behavior, faithfulness, diversity, service to others, and giving voice to the voiceless. It is my belief that the unique viewpoint that I bring will be of value to the Seattle University Staff Council and contribute to its diversity of perspective. I have developed great working relationships during my time at Seattle University that I hold dear and look forward to the opportunity to be a voice and advocate for those employed here.

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Katie Bowler
Structural Focus
Non-Exempt



I have often felt voiceless, all while knowing that my experience and time here could make an important impact for the University and students. I see this as an opportunity to lean in to the role I have started, and continued, through my work on the Steering Committee and be a voice for Staff on campus. I deeply feel that shared governance, and specifically a Staff Council at SU, will have a large impact on healing old wounds we see in our community and culture on campus. As a woman, member of the queer community, non-exempt employee, and staff member here at SU, I feel called to have an impact that is larger than myself and would view this position with the utmost of respect. I want to see our actions and discussions be driven by the SU Mission and guiding principles of this University. These things should be accessible for ALL people. I value the relationships I have made across campus and hope this opportunity is a way to make a difference across our communities.

Alexa Goodman
Structural Focus
Non-Exempt



The idea of being able to create an internal structure of shared governance, and having the opportunity to affect real change really excites me. As a proud member of the outstanding HR team here at Seattle University, I love the idea of being able to come at issues on campus from the HR perspective and as a nonexempt staff member. The discussions and decisions of this committee can and will affect Seattle U for years to come, and will be an integral part of Seattle U's growth for staff, and likely for faculty, students, and stakeholders. I am extremely passionate about inclusive excellence and shared governance, and I believe it is the only way forward. The effect of the programs currently in place will only continue to grow with the work of the Staff Council. I'm thrilled by the idea that we will be able to talk about big-picture ideas, and figure out how to implement them to ensure staff are able to see and affect change on an individual level.

Matthew Burton
Structural Focus
Union



I am interested in the Staff Council because I want the council to be an effective voice for staff. The council's first task will be to listen to the staff. In its inaugural year, the council will need to create mechanisms to hear from all staff at all levels and to ensure that everyone's experience is honored. Then the council can become an advocate for staff. I want the council to be a place where we listen openly to each other, speak out honestly about the staff's concerns, and work together to offer constructive recommendations on behalf of the staff. I see the council as a place for dialogue, both within the staff and together with other elements of University leadership. We need to talk to each other, learn from each other, and be willing to go back and forth until we come up with what works best. As an SU employee, I have been inspired by the values, commitment, and diversity of my co-workers. I want the Staff Council to become an inclusive, creative voice for this community. Thank you.

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STUDENT FOCUS: Vote for 2 exempt & 2 non-exempt candidates | 4 Total

Erin Beary Andersen

Student Focus
Exempt



I am a Seattle University undergraduate alumna, a Campus Ministry staff member of 15 years, and I am passionate about the education Seattle U provides for its students. My experience working on various university committees over the years has given me in-depth knowledge of Seattle University and has helped me foster great working relationships with other staff, faculty, and administrators. The reason I am interested in serving on the Staff Council is because I believe in Seattle University's mission, its commitment to its ideals, including excellence in diversity, and I believe that I can be of service to that mission and those ideals if I am granted a seat on the council. In certain regards, staff have lagged behind in the absence of a staff council and I am enthusiastic about the prospect of making progress on behalf of these folks who make such a huge difference in the lives of our students. I think my experience and years of dedication to this institution would be assets to staff all across the university.

Wade Bird

Student Focus
Exempt



Over the past couple of decades of working here, I have found a strong and supportive community that I am honored to be a part of. However, there is always room for improvement. Because of this, I am excited to be nominated for a position on the Staff Council. If selected I will work hard on your behalf to continue and make SU a great environment for all employees. Thank you.

Stephanie Jamieson

Student Focus
Exempt



I am humbled and honored to be nominated by my peers to serve on the Staff Council. I have been at Seattle U for about 2.5 years. I am currently the Assistant Director for Mission, Spirituality and Vocation in the Office of Alumni Engagement. I see myself as a connector, collaborator, mission centered, and a creative problem solver. The objectives outlined in the drafted purpose statement of the council deeply resonate with me. It is important that staff at all levels and in all areas of the campus community feel included, heard, and valued. I see involvement in the council as an opportunity to amplify underrepresented voices from across SU's campus.

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Edith Larson
Student Focus
Exempt



I was drawn to work at Seattle University after reading the Mission and Vision statements as they so closely mirror my own values. I strongly believe in service to society, as it is our obligation as citizens of the world to care for others and to work to ensure justice in the world. Some of us achieve that on an international level, some on a national level, most of us, though, work to influence the places closest to us. I feel that Seattle University empowers their staff and students by promoting a commitment to social justice in the world. I value my experience as an employee and working with people who share this commitment to social justice and to ensuring students have access to educational opportunities.

During my time at Seattle University, I have volunteered on numerous committees, working collaboratively with my colleagues to attain common goals. I strongly believe that my role is one who advocates on behalf of those who have found it difficult to speak up for themselves and to provide them with the tools necessary to reach their goals.

I wish to express my gratitude for this nomination and, if elected, will do my best to address issues brought before the council with careful deliberation and with the best interest of the SU staff foremost.

Bernie Liang
Student Focus
Exempt



As a staff member of Seattle U for over 10 years now, I am excited for the opportunity to represent my fellow staff members on the Staff Council. Our campus has undergone many changes, many of which are felt by the staff and my hope is to represent the realities of these impacts to a broader audience. My aim is to make SU a more welcoming, inclusive, and equitable place for all, particularly those who aren't often heard, believed, or acknowledged regularly. For those whom I don't know, my hope is that I can hear from you directly about your challenges and triumphs. For those of you whom I do know, my hope is that you can continue to trust me with this important responsibility. Let's work together to uplift each other in order to weather the upcoming challenges while celebrating who we are, our values, and our campus community.

Leah Quinn
Student Focus
Exempt



One of the things I enjoy most about my work in Orientation Programs is that I get to collaborate broadly across campus. Welcoming and supporting new students as they navigate their transition to SU requires that I have a general understanding of the resources, people, and programs available. And while I don't know every detail nor the day-to-day highs and lows, I feel like I have a solid working knowledge of my colleagues across campus and the great work that they are doing. I'd be honored and excited to help advance and support causes that would benefit staff of SU. I'd love to be part of the team committed to making positive changes to yield better staff retention, improved morale, and transparency in decision-making. Having worked for a range of other higher ed institutions, I can also bring some perspective from what I have seen or experienced elsewhere. And how those issues and resolutions might relate to our own campus. Thank you for considering my candidacy!

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Nick Robinson

Student Focus
Exempt



Since joining the Seattle University staff community in April 2017 as an assistant men's basketball coach, it's been a privilege to serve student-athletes in their growth academically, athletically, and socially. In doing so, it's been an amazing experience to work together with staff, faculty, and leadership from many departments throughout campus to assist these students reach their full potential. As a member of the staff council, I believe there are many additional opportunities to work together from unique perspectives that will assist these students - while at the same time improving and growing the staff members' experience. We work at a great University in an incredible city, yet challenges are faced by many that need to be voiced so that collaboration to address and resolve these issues can take place on behalf of staff members at all levels. Go Redhawks!

Kirsten Schumacher

Student Focus
Exempt



I may not know all of the grievances and successes across all campus, but I have an understanding of those within my frame of reference. I am prepared to bring this understanding to the table, and am excitedly open to hearing and learning the needs and desires of the campus at large. I am excited to bring together these perspectives to build a united stance to improve the experience of faculty and staff because not only will this improve the well-being of us as individuals, but ultimately that of our students. As a staff member within the Division of Student Development, I want to ensure that the lens of the student experience and benefit is placed on all of the staff council's work.

Lorena Toledo-Eastey

Student Focus
Exempt



I have been a staff member at Seattle University for 10 years. I hope to bring my experience and future vision to serve on the Staff Council. I want to engage and be a part of a group that thoughtfully is working towards improving the experience of faculty, staff, and students at our institute. I hope to provide input, be a part of changes that reflect our commitment to understanding our areas of opportunities within different constituencies of Seattle University, and find ways to improve or change in those areas. My inspiration and vision are to work and focus on finding ways to continue to move our community towards using available technology to a paperless environment and be user-friendly to all. I hope to continue to work and reflect our environmental commitment of having a small carbon footprint at Seattle University without compromising a high level of customer service.

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Brittany Goff

Student Focus
Non-Exempt



Hello! My name is Brittany Goff and I have been a staff member at Seattle U for the past 3 years working in the Student Financial Services office as a Lead Redhawk Counselor. It is an honor being nominated for candidacy to the SU Staff Council. I am passionate about building and improving a positive sense of community in the workplace and being a part of the Staff Council would provide a platform to do so. In this important role, I would serve my fellow colleagues as a voice to advocate for equity, communication, and development with a goal to ultimately improve our work environment and campus climate as a whole. Whether in my personal or professional life, I strive to operate from a place of authenticity and integrity and plan to exemplify that as a council member. Coming from a counseling background, I pride myself on being skilled at listening to others to discern and understand their needs and concerns. I thank you in advance for your vote and for the opportunity to serve you!

Stephanie Toppin

Student Focus
Non-Exempt



Representation matters. It's a common phrase, but after working 10+ years in admin positions (medical, IT, construction, education, etc.) as a non-exempt employee, you notice when your position is misunderstood and underestimated. Even in a supportive environment, it is a position highly structured around the needs of others, is often the first to cut, and is therefore a difficult place to negotiate from. Many seek an SU education for its focus on a just and humane world and it would reflect poorly to have a narrow definition of SU staff. To be part of SU's Staff Council at its formative stage would provide a more direct and open opportunity to voice my concerns and those of the many other staff members that occupy similar positions, many who may not have the time. I take pride, not in a title, but in asking pointed and thorough questions. The reality is, I mostly fear being overlooked and that is why representation matters. Thank you for the nomination.

HOW TO VOTE:

- All staff members are eligible to vote.
- Each staff member will receive an email on Monday, January 28th, containing a unique link to the Staff Council ballot.
- Clicking the link will take you to a login page where you will enter your SU credentials (username and password).
- You will then make your selections and submit your ballot. Submissions are anonymous.
- Once you have voted, you will not be able to access the ballot again.
- If you do not receive the email or encounter any other issues, please contact SCElections@seattleu.edu.
- Voting will close on Friday, February 1st, at 11:59pm.