

Seattle University Staff Council
Wednesday, February 10, 2021
1:00 – 3:00 pm via Zoom
Meeting Minutes

Present: Katie Bowler, Matt Burton, GG Flint (GSC), Brittany Goff, Johnica Hopkins, Jenna Isakson, Angie Jenkins, Christina Juarez, Kari Langsea, Bernie Liang, Chelsea Lien, Eunice MacGill, Dawn Madore, Toni Malaspino, Rose Murphy (SGSU), Paige Powers, Rosie Sabaric, Kirsten Schumacher, Julie Schwabe, Mallory Torgerson-Preuitt Excused: Kit Morse Minutes: Eddie Salazar

1. Welcome/Introductions/Group Norms
 - a. Welcome to new at large member, Julie Schwabe, and GG Flint, graduate student council representative.
2. Land Acknowledgment
3. University Update: Michelle Clements, Vice President of Human Resources
 - a. Acknowledgment of community fatigue
 - b. Student government resolution to amend academic calendar for AY 21-22 to match early start of AY20-21.
 - AcA favorable
 - On our agenda to discuss later in the meeting
 - c. Administrative Programs and Services Review
 - exploring efficiencies and identifying best practices and alignment with *LiftSU* goals
 - Leadership: Michelle Clements, Wilson Garone, Alvin Sturdivant, Chris Van Liew, Sarah Watstein
 - Review of non-academic resources.
 - Acknowledged fear around this endeavor.
 - d. Staff Council to develop briefing for President Elect, Eduardo Peñalver.
4. Leadership Team Update
 - a. Cabinet meeting and “ask”
 - With elections coming up please encourage participation and help with recruitment.
 - b. Ex officio membership
 - Nominations, Elections, and Bylaws (NEB) committee will draft a proposal for the current president will stay available to new leadership team as ex officio in the year following service as resource to provide continuity.
 - c. Briefing for SU President-Elect Eduardo Peñalver
 - Katie will seek input to develop by mid-March.
 - d. Stipend Update
 - Proposal explored with Michelle Clements to present to Cabinet.
 - e. DEI Training Update
 - New HR staff are onboarding may look for faculty to provide training.
 - f. Upcoming meeting planned guests and themes

- March: HR Labor Law Update
 - April: Fr. Steve
 - May: Wilson Garone
- g. Requests for Staff Council participation on committees
- SU Technology Committee (Chris Van Liew)
 - SU presidential inauguration committee (Michael Podlin)
- h. Staff value to student's deliverable
- Schu will lead development.
- i. Email update

5. Joint SGSU & GSC Resolution on Continuing the Fall Quarter 2020 Schedule

a. Student points:

- Students overwhelming (75%) loved the fall 2020 adjusted calendar
- Issue with late notice
- Addressed equity issues regarding affordability of travel.

b. Staff Discussion:

- From a SFS perspective the November end of quarter is a negative impact because financial aid support checks would be issued in September, October, and November. Aid would need to be spread out further to cover December expenses. For example, veteran students are not considered a student in December resulting in no housing stipend for December.
- The financial aid impact and the VA impact is still a great concern. I know even in our current system, the VA students I know have struggled getting books etc. that is a larger conversation for certain.
- Student employees in student support roles such as the tutoring center would not have hours in December.
- We had to change our tutor/facilitator training dates to get them prepared to support an earlier start.
- AcA is in discussion, continuing into next week – last two weeks remote?
- The University of Denver is on quarter system. This fall they ended classes before Thanksgiving and held finals online the first week of December.
- Bannan remodel to follow summer move into new CSI building - will Bannan be ready for labs in September?
- How will this impact intersession?
- Vaccination repercussions? Will waiting longer allow more people to be vaccinated?
- How will this affect orientations and move in dates?
- College of Education students impacts on internships – gives them less time.
- Shortens the building maintenance timeline in summer.
- Does this impact CES ability to host external events in summer?
- Registration for fall quarter created a lot of back end system course changes (manual)
- There are two big course schedule changes to be made: when classes start and the modality (in person, virtual, etc).
- If this happened with clear communications and plans would we be able to avoid the pitfalls?

- Given all the challenging logistics, still high benefit to cut out student travel

6. Feedback on IAC Community Event (Rosie)

- a. Proposal to create a padlet to foster community.

Motion (Rosie): to proceed with the Padlet process.

Second: Chelsea

Passed

7. Group Norms working group (Eunice)

- a. Updated norms presented and discussed

Motion (Eunice): To accept group norms as presented.

Second: Dawn

Passed

8. General Committee Updates (2:20-2:40)

- a. Nominations Elections & Bylaws (Katie)

- Ex-Officio
- Timelines for next election

- b. CommComm – (Rosie)

- optional Teams meetings

- c. Inclusion & Community – (Kari)

- Ongoing training
- Staff Ombudsperson
- *LiftSU* update
- Racial Equity event

- d. Professional Development (Bernie)

- Transitions in HR
- Supervisor training
- Follow up on staff survey
- Staff morale

- e. RAA

- Community event partnership
- Shift Staff/Faculty award season?

- f. Review, Benefits & Compensation

- Exempt vs Non-Exempt – HR will brief in March
- Remote work does not fall under HR, but in the units

9. AcA Update: (Angie)

- a. Commencement announcement

10. Closing Thoughts/Loose Ends

- a. Invite student representatives to provide updates.