

Meeting minutes for October 14, 2020

October 14, 2020

Present: Both 2019-20 and 2020-2021 Staff Council members, including newly elected

University Update

Michelle Clements, Vice President of Human Resources

- Provided a first year Council retrospective and expressed gratitude for the work of the inaugural SU Staff Council and commendation of officers: Leann, Katie, and Erin
- Staff awards chosen and will be announced in a few weeks
- Financial gap has not changed, still \$21 million deficit
- Presidential Search Update: Decision will be made public shortly and the new president will be the first non-Jesuit in Seattle University history
- Work Force strategies updates:
 - Voluntary furloughs and reduced workweeks will be offered
 - HR is finishing its review of involuntary furloughs.
 - All furloughs will be announced in the third week of October
 - Cessation of 10% retirement contribution will last until June 30, 2021
 - There will be a continuation of hiring freeze but with a few critical exceptions, especially for student facing open positions

Leadership Team Update

- Strategic Planning Council meetings in September and October largely focused on Academic calendar review
- SGSU has submitted a proposal for a Student Liaison to sit in an ex-officio capacity on SUSC
- Human Resources has requested Staff Council involvement in New Employee Orientation as it is moving to a virtual platform
- Staff Council member stipend proposal is in very rough form and will be handed off to the new Leadership Team for finalization
- SUSC needs to determine what list to use to reach all staff.
- Katie will add new Council members for access to SUSC email inbox
- Gift card to be sent to departing members. Thank you for your service to SU Staff Council!

Academic Assembly Update - Angie Jenkins

- Enrollment: 5.6% below projection: First time in college actual: 805, projected: 985; Grad actual: 368, projected: 414
- New AcA reps have transitioned onto the Assembly

Committee Updates

- **Bylaws/Nominations/Elections Committee - Leann Wagele**
 - Needs a new chair and recommends having a leadership team member on the committee
- **Communications Committee (CommComm) - Rosie Sabaric**
 - Finalizing an operations manual for the committee work, which includes website and campus messaging
- **Inclusion & Community – Matt Burton**
 - Working on ombudsperson
 - How to build community during pandemic to address isolation
 - Potential tangible actions can the Staff Council take re. Affirming Black Lives: Retreat, Bernie Liang facilitated workshop on LinkedIn Learning video, HR – Diversity trainings (Mary Dawson)
 - Considering whether diversity/inclusion trainings should be required for all staff and how we might provide resources to groups on campus.
 - Potential partners include: HR - Hiring, evaluations, training and Center for Community Engagement (Kent Koth) as CCE has been deliberate in doing this work since 2016; VP Martin will be doing a council presentation
- **Professional Development – Luke Marney**
 - Needs new chair
 - Vision is to promote learning on campus so the Council needs to determine what staff want to learn
- **Recognition and Appreciation (RAA) – Kit Morse**
 - Kudos for colleagues form on website – over 80 responses
 - Three new staff award categories
 - Ice cream social last summer
- **Review, Compensation & Benefits – Erin Beary Andresen**
 - All current committee members are transitioning out so we will need new members and chair
 - HR is in process of revamping Performance Review process
 - Committee will continue to bridge communication between CAS and HR as it relates to CAS supplemental review process

Transition Items

- Process for election of Leadership Team (President, Vice President & Secretary/Treasurer)
- All three officers to be elected. Previously, only VP & Secretary were elected because first President, Leann Wagele, was appointed by Fr. Steve.
- Summary of Leadership Team responsibilities as whole and roles/responsibilities of officers to be sent to 2020-2021 Council members
- Send Officer self-nominations to Leann & Erin by Friday, October 23

- Special meeting to be held on Wednesday, October 28, at 1:00pm to have officer election discussion and vote for new Leadership Team
- Joint transition meetings are or will be scheduled with outgoing and incoming Leadership Teams, including with Michelle Clements and Fr. Steve
- November Meeting – To be Moved from Nov. 12 (Veterans Day). New date TBA

Closing activity

- New and departing members shared their highlights and hopes
- Outgoing President, Leann Wagele, shared her closing thoughts with members from both 2019-20 and 2020-2021 Staff Councils present