

SeattleU Staff Council Meeting Minutes

Wednesday, October 12, 2022 | 1:00-3:00pm PDT

Location: Remote using Zoom

Present: Kit Morse, Carly Darcher, Eli Christopher Voigt, Becky Rowe, Kim Thompson, Laura Hauck-Vixie, Angie Jenkins, Rachel Olsen, Andrea Ross, Dario Ogaz, Laura Reeve, Lindsey Jeske, Niall Quinn, Valerie Fisher, Corey Belser, Ashlee Day

Not Present: Jess Allen, Stephanie Lewis, Mike Mullen, Chuy Garcia

Minutes: Eddie Salazar and Carly Darcher (SUSC Secretary/Treasurer)

Welcome: Land acknowledgement, Group norms, SUSC Members Check-in

SUSC Email report: Carly Darcher provided a report on issues and themes SUSC has seen in recent emails to the council. Common topics/themes where:

- Request for COVID booster clinic. Currently there is a plan for flu clinic with the possibility of a COVID booster clinic to follow.
- Questions about staff compensation and if SU has thought about offering childcare.
- Request for faculty & staff to be together for Spring celebration
- Will there be consideration for representation from all colleges and schools – for instance the Law School? Could a member of the Law School be a member at large in future years?

Update from Senior Leadership Liaison: Jerron Lowe – VP for Human Resources provided a report.

- Open enrollment – Nov 1-15 with medical provider webinar sessions
- Jerron will soon be presenting his HR goals to the Senior Leadership. Overall, he plans to focus on HR process, people, and structure.
 - What is our employee experience? Engagement survey being developed
 - How can HR better leverage strategic partnerships across campus?
- Compliance changes in Washington state in January:
 - Pay compliance & operationalizing job posting.
 - Salary threshold changes – designation exempt vs. non-exempt. Intent is to protect employees and ensure they are appropriately compensated for their work. Currently impacts quite a few folks.
 - Communication will go out in early November to employees and their managers. There will be training for employees and managers. The training will start later in the current year and continue into the new year.
- HR professional formation and staff development work. Prioritize training and development supervisors of staff first. Simultaneously working through how to make space and time for staff to attend – aware this is a hurdle that needs to be overcome.
 - Will there be training for faculty supervisors of staff? – this will be included.
- What is SU's appetite around mandated trainings? What is the accountability around these trainings? There should be expectations – reflected in evaluations and assessment.
- What needs immediate attention? A huge pain point is the systems at SU. How do we get the information? Connective tissue to many other issues on campus.

Update from the Department of Public Safety: Interim Director of Public Safety Nikki Maryanski provided a report.

- What is happening in the east precinct? Property crime is up 8%. Highest in all of Seattle. Auto theft = car is taken. Auto Strips = Catalytic converters.
- Campus Daily reporting: <https://www.seattleu.edu/safety/clery-report/daily-incident-reports/>
- Encouragement to report crime directly to law enforcement in addition to SU. Incident given a case number by SPD.
- Transportation and parking is no longer under Public Safety, but now under Facilities.
- DPS does require annual bias informed training. Required canvas training when they come on board. Event coming up: 11/15 is the night walk

Q&A on Campus Climate Policy and Reporting: Dr. Natasha Martin, Brooke Coleman, and Jill Moffit presented and answered questions.

- There was an open forum about the new policy and tool. If you missed it, you can view it [here](#).
- Student, staff, and faculty are grateful for this inclusion tool
- Rollout for students? Iterative outreach rollout. Lots of meetings and social media
- Description and discussion of processes of reported incidents
- Questions: inclusion@seattleu.edu, colemanb@seattleu.edu

Open Council Discussion:

- Further reflection on DEI Bias training
- Any updates from committees
 - Election committee is busy at work
 - Comm Comm: 10/21 from 10-11 ? Office Hour – more focused topics or themes for each office hour.
 - IAC committee report (Dario & Valerie) - Further reflection on DEI Bias training
Connection with Athletics Racial Equity Group (Corey) – OMA (Ashlee) also collaborated with Athletic group OMA would like to focus more on training students, not staff.
- DEI and Staff Voices surveys
 - Staff Voices – each committee elected a person to sit on the adhoc committee. Looking and the questions that were asked based on their committees from last time. Hope to get this out in November. Double checking to make sure there are no other major surveys going out at that time.
 - DEI survey – IAC intended to be a small survey.
- Review Benefits & Compensations committee meeting with HR (Laura H-V) – Oct 19

Next meeting: November 9 from 1 to 3 pm on Zoom: <https://seattleu.zoom.us/j/96597543307>