

SeattleU Staff Council Meeting Minutes

June 14th, 2023 | 1:00-3:00pm

Location: Remote using Zoom

Present: Kit Morse, Stephanie Lewis, Carly Darcher, Becky Rowe, Isa Galligar, Niall Quinn, Eli Christopher Voigt, Corey Belser, Rachel Olsen, Kim Thompson, Laura Reeve, Angie Jenkins, Laura Hauk-Vixie, Dario Ogaz, Andrea Ross, Gabe Solseng, Chuy Garcia, Valerie Fisher, Ashlee Day,

Not Present: Mike Mullen, Lindsey Jeske

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

Welcome:

- Land acknowledgement (Kit)
- Group norms (SUSC members)
- Check-in (SUSC Members)

SUSC Email report (Stephanie)

- Concerns that President's Town Hall is not hybrid and scheduled to during faculty lunch hour when many staff members can't attend.
- Complaints about the tone of commencement memo, with staff being described as "loaned out" to commencement duties; insensitive.
- Concerns over lack of transparency in hiring for upper administration positions.
- Recent Flex work verbiage confusing.

Update from Senior Leadership Liaison & HR VP (Jerron Lowe)

- HR moving to Columbia building so there may be a delay in their response time.
- Complaint that HR has not responded to inbox messages in a timely fashion. There has been Issues with specific inbox addresses (e.g., ADA). Issues will be fixed by fall along with an updated org chart hierarchy and announcement of procedures.
- Professional Formation working group re-convened. Working group had 30 or so recommendations prior to Jerron's arrival. The working group have returned to those to strategize a roadmap.
- Board approval of budget. Largest investment into wage pool (4.3% total pool) to get us to market benchmarks.
- Recommendation to update inclement weather policy to include heat/smoke days.
 - Instead of blanket policy update, HR suggested tailoring individual units and employee responses. Safety is first.
 - Expand flex opportunities. And identify common spaces for work locations.
 - There can be disparities with "individual" responses, with differing supervisor and unit responses. And need to be attentive to outside staff workers.
 - Discussion regarding proactive and reactive responses. Encouragement to attend to one's own safety in the moment. HR will take all feedback under advisement.
- Discussion re: Upper-level administration hiring without wide input. Opportunity hires tend to occur with top talent candidate to fast track and start quickly. Confidentiality is often required for a sensitive hire without posting.

- Communication – opportunities for improvement. Consistent criticism in surveys. Transparency issues. Referred to working group for follow-up.
- Flex-work updates – recertification process is being completed. Jerron assured staff that flex work is here to stay.
- Recommendation for senior administration leaders to report to staff council. SUSE Leadership will reiterate with senior administration that they are welcomed to attend the meeting.

Open Discussion—an opportunity for questions and comments from our staff community

- Request to post meeting minutes more-timely.
 - Will seek to announce in SU Today when available.
 - SUSE Secretary/Treasurer will aim to get the notes posted on the SUSE website within a week of the meeting.

Upcoming Events

- Staff Appreciation event on June 15.
- June 15 is the first Friday with early release.
- July 3, Monday, flex holiday.
- Ice Cream Social on June 22 from 2pm to 3:30pm in the library plaza.

Send off for SUSE members who are completing their terms

Don't forget to vote in the upcoming SUSE election! <https://www.seattleu.edu/staff-council/vote/>

Next meeting is July 12 from 1 to 3 pm on Zoom