

# SeattleU Staff Council

January 10<sup>th</sup>, 2024 | 1:00-3:00pm PDT

**Location:** Remote using Zoom: <https://seattleu.zoom.us/j/95534508902>

**Present:** Laura Reeve, Stephanie Lewis, Carly Darcher, Eli Christopher Voigt, Donna Horn, Isa Galligar, Niall Quinn, Suzanne Hawes, Kelli Rodriguez, Rachel Olsen, Joyce Allen, Becky Rowe, Gabe Solseng, Kim Thompson, Heather Juul, AshLee Day, Chuy Garcia, Mike Mullen, Emma Adkins, Nick Cubita

**Not Present:** Valerie Fisher, Tashi Ragbey

## Welcome

- Land acknowledgement (Laura; resources in chat)
- Check-in (SUSC Members; norms in chat)
- SUSC Email report (Stephanie)
  - Faculty & Staff invited to serve of the Celebration of Staff planning committee
  - Continue concern about parking cost
  - Question regarding the engagement survey – forwarded to HR

## Update from HR staff on behalf of Jerron Lowe

- See attached presentation PDF for more information
- Engagement survey
  - Posted: <https://www.seattleu.edu/hr/workforce-engagement/> (video)
- Sick and safe time
  - Mental health day is covered and it can be planned in advance
  - Reminder – you don't have to explain why you are taking a sick day
  - If the absence is more than 3 days, HR can ask for proof
  - Note: Al, Jerron and Maggie are assigned to support the engagement survey and the job description project. Becky and Ellen are dedicated HR Business Partners.
- Compensation Project
  - Finalizing new job description templates
- HR Open Forum
  - More details to come in February or March
- Professional Development Committee is working with HR to create communities of practice (work related) – starting with staff supervisors hope to launch by spring

## Staff Council Listening Session (all staff were invited to share feedback and concerns with SUSC)

- Concerns over the parking increase
  - Could unused ORCA flex days be donated?
  - Iparq charging a \$1 annual fee now
  - The revenue will be used towards the budget shortfall
  - Need for different parking package options
  - No busing options for students over 5<sup>th</sup> grade in the Seattle School District.
  - Carpooling resources: <https://www.seattleu.edu/transportation/parking/employee/carpool-resources/>
    - Not flexible and only benefits one driver
  - Call for data
  - Feeling unsafe walking around or taking public transportation in the dark
  - Why are they monitoring visitor lot when school is not in session?

- Who is using our parking? It makes more sense to charge full price if quite a lot of non-SU folks are using our parking, but it seems like just pressing on a pain point if it is only SU faculty, staff and students.
- Negatively affects retention and recruitment of staff and faculty
- Mass transit is ableist
- Should we even be paying to come to campus/work
- Can't enforce parking fines on people parking from outside entities.

#### **Update from the CFO (Chris Malins)**

- Opportunities for improvement
  - Better utilize our facilities
  - Budget streamlining
  - Management reporting
  - Develop sustainable class sizes and student to faculty ratios
- How do we utilize campus during the summer for revenue generation?
- It was brought to Chris Malins' attention that lower-level budget managers received no training
  - Could we have a quarterly budget training course?

**Next meeting is on February 14<sup>th</sup> on Zoom and have a great afternoon!**

# SEATTLEU

## **Staff Council Meeting**

January 10, 2024

# Updates

- Engagement Survey
- Sick and Safe Time
- Compensation Project
- HR Open Forum

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# 2023 Staff and Faculty Workforce Engagement Survey

Highlights

# Focused Sessions

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- Staff Focused Session
  - December 18, 2024
  - [Staff Focus Session: Engagement Survey Results](#)
- Faculty Focused Session
  - To be scheduled in Winter 2024
- DEI Focused Session
  - To be scheduled in Winter 2024

# Survey Overview

## Survey Period

- March 13 – April 7, 2023

## Response Rates

- Overall response rate: 60%  
(966/1621)
- Most recent response rate year: 62%  
(982/1575)

## Benchmarks

- 2023 Honor Roll
- 2023 Carnegie
- 2023 Peer Benchmark
- 2023 Minority Aggregate

<b>72</b>	Survey statements on a 5-point agreement scale
Benefit Satisfaction Questions	<b>20</b>
<b>4</b>	Open-ended Questions
Demographic Questions	<b>17</b>

# Response Rates

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Pre-Loaded Job Category	Total	Responded	% Responded
<b>All Employees</b>	<b>1621</b>	<b>966</b>	<b>60%</b>
EXEMPT PROFESSIONAL STAFF	355	264	74%
ADMINISTRATOR	14	10	71%
NON-EXEMPT STAFF	422	295	70%
FACULTY	550	358	65%
ADJUNCT FACULTY	280	39	14%



# Key Findings

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## Strengths

- Job Fit, Autonomy & Meaningful Work
- Connection to Mission & Sense of Pride
- Supervisor/Department Chair Effectiveness

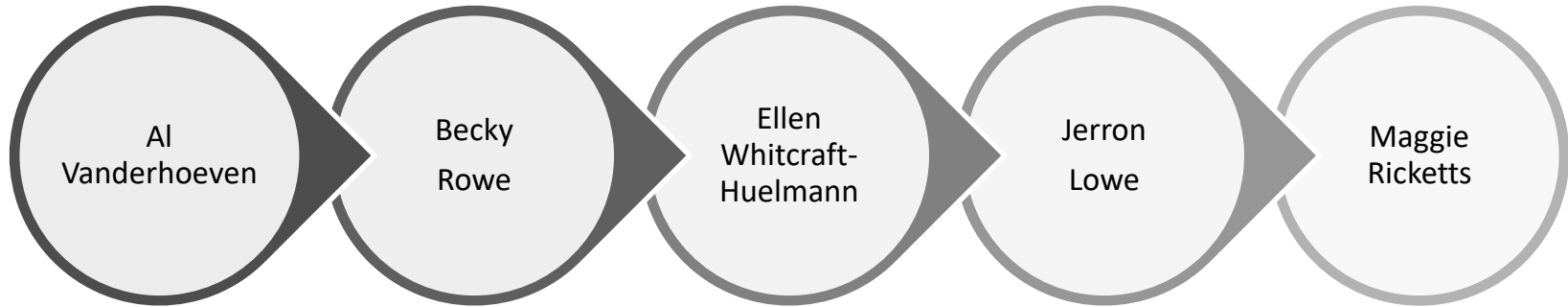
## Opportunities

- Compensation
- Faculty & Staff Well-being
- Professional Development
- Performance Management & Accountability
- Communication & Collaboration
- Diversity, Inclusion & Belonging
- Leadership Alignment

# Engagement Survey Communication & Action Planning Timeline



# HR Business Partner Support Team



## Client Assignments

<p>Athletics Graduate, Online &amp; Professional Education Faculty Affairs Business School</p>	<p>Mission Integration CSE Enrollment Services Global Engagement Student Success UA</p>	<p>CAS College of Nursing Finance &amp; Facilities Information Technology Services School of Law</p>	<p>President's Office Provost's Office Human Resources Student Development</p>	<p>COE Library Marcomm</p>
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# Sick and Safe Time

## Policy snips:

*The University's paid sick/safe time benefit protects the income of employees during incidental or occasional periods of:*

- *Non-occupational illness, injury, health condition, need for medical diagnosis or treatment, or preventive medical care for the employee or the employee's family member;*

"Health condition" includes mental health conditions.

## *Absence Substantiation*

- *The University maintains the right to request third-party substantiation for absences of more than three (3) consecutive work days.*



# HR Forum

- HR is planning an open forum type where we share more about how we are transforming our service delivery model to support Reigniting Strategic Directions.
  - Professional Formation for Staff
  - BIPOC Staff Recruiting and Retention
- Details to follow for a session in late February or March.



