

# SeattleU Staff Council

November 8<sup>th</sup>, 2023 | 1:00 – 3:00pm

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

**Present:** Kelli Rodriguez, Eli Voigt, Rachel Olson, Laura Reeve, Niall Quinn, Joyce Allen, Becky Rowe, Nick Cubita, Heather Juul, Suzanne Haws, Isa Galligar, Valerie Fisher, Gabe Solseng, Emma Adkins, Tashi Rabgey, Kim Thompson, Kevin Wells, Mike Mullen, Chuy Garcia, Ashlee Day, Carly Darcher

**Not present:** Stephanie Lewis

## Welcome

- Land acknowledgement (Laura Reeve – President)
- SUSC Norms posted in chat
- Quick Welcome

## Updates from Provost Shane Martin

- Provost Convocation happening November 9<sup>th</sup>, 2023
  - A yearly event
  - Scheduled in collaboration with the President’s Town Hall to provide a holistic perspective.
  - Topics that will be discussed:
    - The academic successes and challenges of our students post pandemic
    - Climate survey thoughts and reactions
  - Provost opened meeting up to questions from the council. SUSC leadership collected the questions and will submit these to the Provost for further clarification.

## Update from Senior Leadership Liaison and HR VP (Jerron Lowe)

- More training for supervisors coming at the end of November.
  - First trainings will provide context around MMR structure and increase campus understanding of “job families.”
- President has started to do 360 reviews with his direct reports. A similar process will begin for the Deans. Feedback will go to one level higher than leader to keep things anonymous.
- Don’t forget about open enrollment – ends 11/15/23.
- Stay interviews – first training session happening this month. Training supervisors to do stay interviews for their staff members.
  - There were many questions about this topic. SUSC leadership collected them and will send them to HR for further clarification.

**Campus Climate Presentation (Anton Ward-Zanotto)** – Below are screenshots of slides taken directly from the presentation.

- Campus Climate Incident Response Team website for more information:  
<https://www.seattleu.edu/equity/campus-climate-incidents/>

## What guides our work?

- Empower a positive learning and working community by offering a mechanism to report incidents and problem solve to enhance campus climate. I
  - Restorative, not punitive
  - In concert with other processes and partners
  - Focuses on the individuals AND the larger campus context
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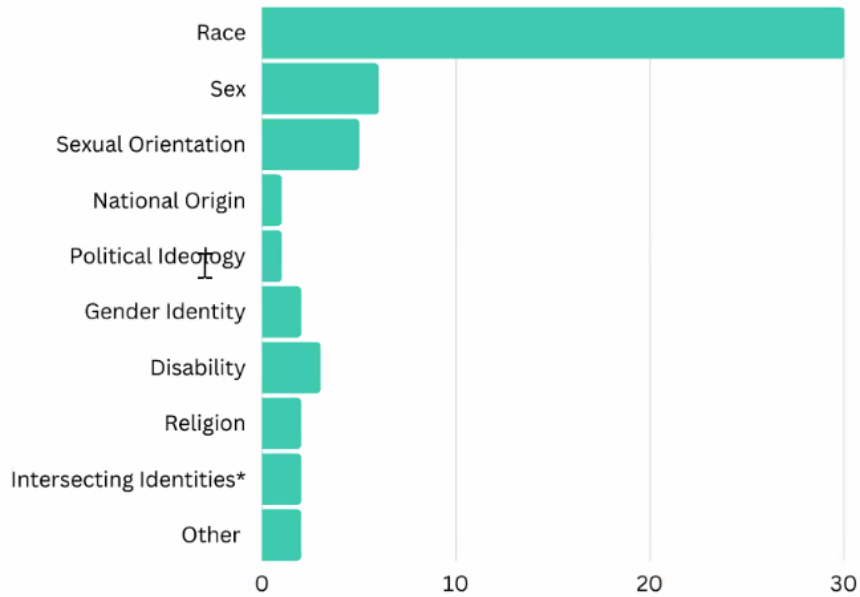
## What is a Campus Climate Incident?

- Conduct or an incident that harms an individual or group within the Seattle University community (i.e., students, faculty, or staff) on the basis of one or more of their actual or perceived identities. T

## What we do

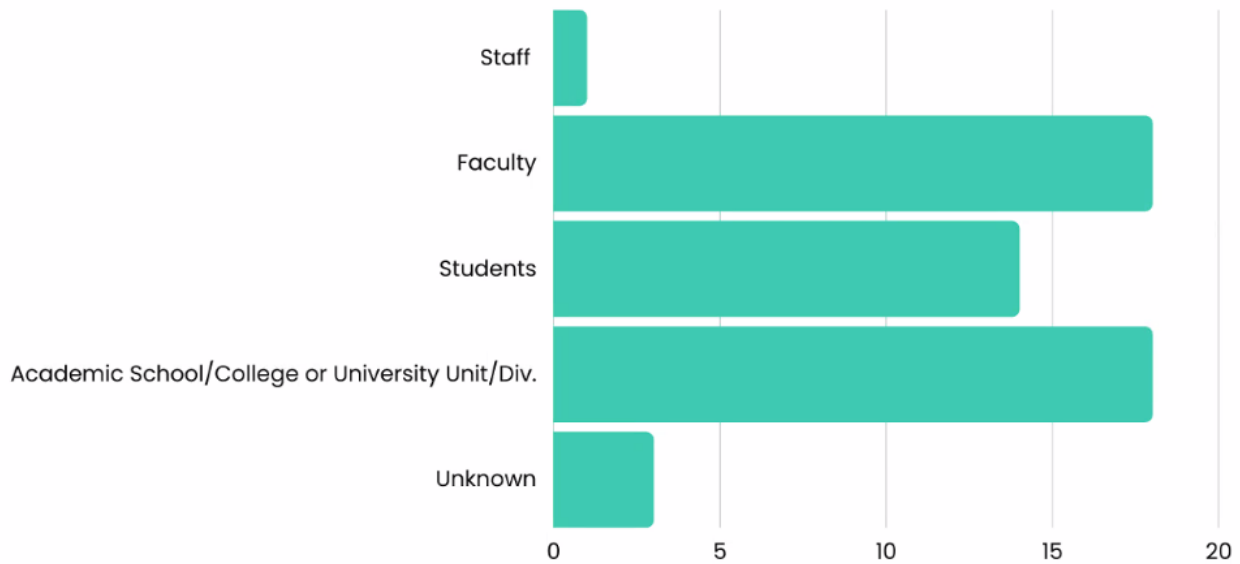
- **Minimize harm**
  - **Provide support and resources** to the reporter, when known
  - Identify and recommend **actions** to respond to Campus Climate Incidents
  - **Refer** Campus Climate Incidents that allegedly violate university policy to the appropriate office
  - **Analyze** patterns and **assess** campus climate
  - Determine opportunities to inform **educational and professional development** for the university community
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# What are the incidents about?

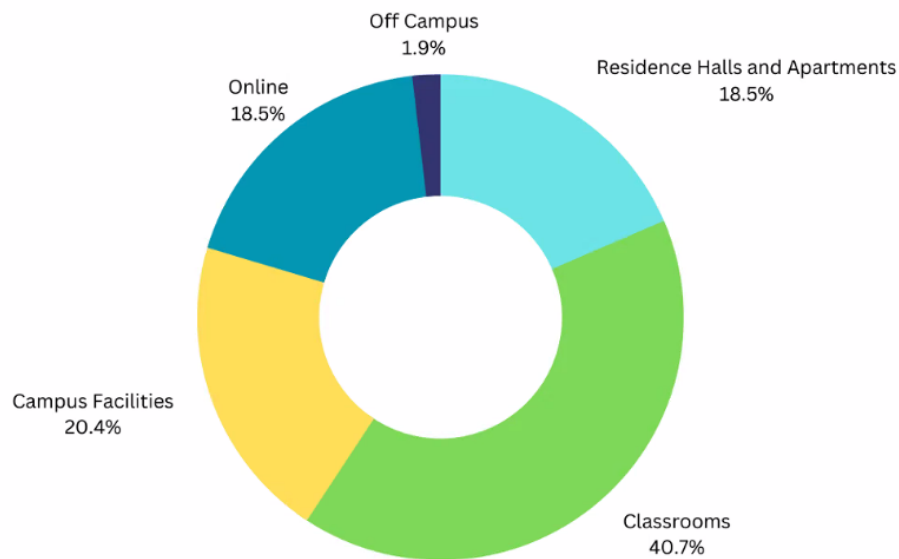


\*Two cases during this period involved both race and sex.

# Who is involved?



# Where are the Incidents happening?



## What can our community do?

- Be a good bystander
- Consult with us if you're not sure
- Encourage reporting to CCIRT
- Share third-party reports if someone is willing to allow you to share their story
- Review our FAQ's

### Check-in (SUSC Members)

### Email report (Carly Darcher Secretary/Treasurer)

- Clarification needed regarding SU's stance on COVID-19 now that cases are on the rise.

### Open discussion

- How to present engagement survey to all staff?
  - Townhall sounds like the way to go.
  - A way to submit questions before the town hall in a way that is anonymous?
  - Does it have to be 12:30-1:30? Is there a more beneficial time.
  - Please have a Zoom link if possible.

- Professional Development Committee holding an office hour on November 14<sup>th</sup> from 10am-11am:  
<https://seattleu.zoom.us/j/93213893524>

**Next meeting is December 13<sup>th</sup> on Zoom and have a great afternoon!**