

SeattleU Staff Council

February 14th, 2024 | 1:00-3:00pm PDT

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

Present: Laura Reeves, Stephanie Lewis, Carly Darcher, Suzanne Haws, Tashi Ragbey, Emma Adkins, Kelli Rodriguez, Kim Thompson, Rachel Olsen, Becky Rowe, Donna Horn, Joyce Allen, Valerie Fisher, Niall Quinn, H Juul, Gabe Solseng, Chuy Garcia, Ashlee Day, Mike Mullen

Not Present: Isa Galligar, Nick Cubita, Eli Christopher Voigt

Welcome

- Land acknowledgement (Laura; resources in chat)
- Check-in (SUSC Members; norms in chat)
- SUSC Email report (Stephanie)
- AcA report (Rachel)
 - Marc Cohen new ACA President. Focus on reimagining shared governance at SU.
 - Other areas of interest to AcA; Increase transparency in process, new technology and process for implementing curriculum, university level academic policies. engagement survey results, campus parking.
 - Wants more consultation with the governing bodies when big decisions are being made.
 - Looking at classroom utilization
 - Faculty/student ratio – right sizing will happen at the school and college ratio. Provost has been clear that they are not planning on layoffs.

Update from HR/Senior Leadership (Jerron Lowe)

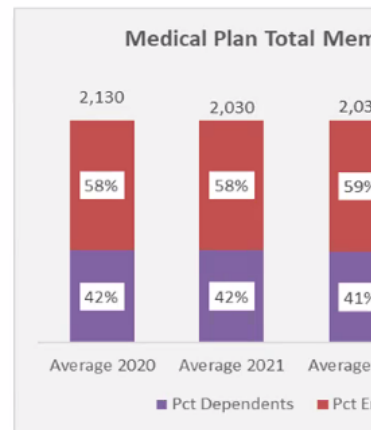
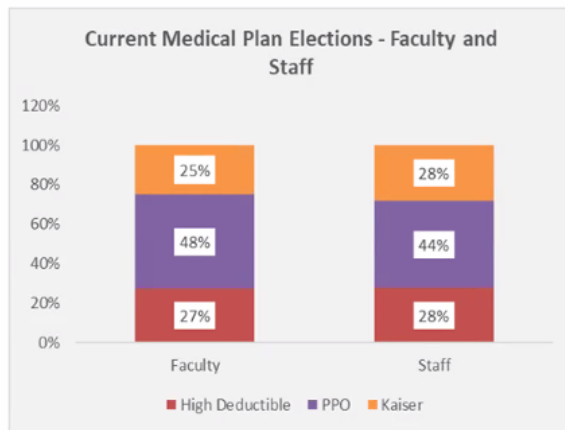
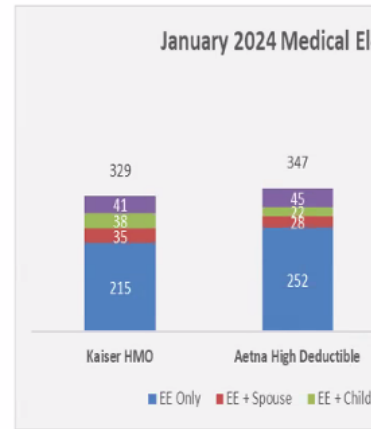
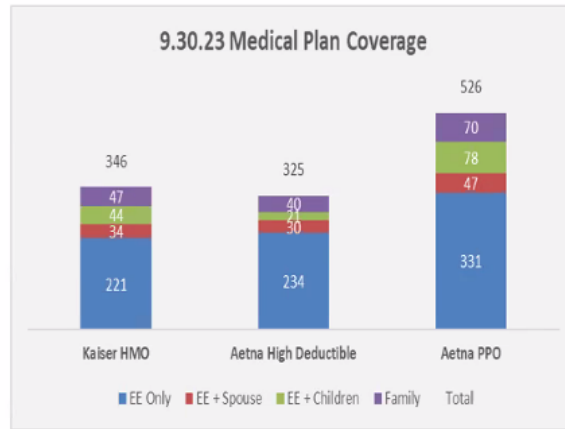
- HR Open Forum March 6, 2pm-3pm in PIGT Auditorium
- Engagement survey roll out – Process continuing getting results to unit leaders and those leaders are tasked with pushing info out to their reports
 - “Unit Leader” = deans or VP’s over the sections
- APR – first year for upward feedback - 33% of staff have provided feedback of their direct supervisor.
 - Survey will come out for staff to provide feedback on how this process went.
 - Staff concern on how the ratings are distributed around campus – transparency and norming work around this needs to be done.
- Can HR/Omsbuds office do some training around how to talk to each other about critical issues? How to have difficult conversations?

- (Quarterly) Supervisor Learning Series session offered with the University Ombudsperson called "Managing Conflict through Inclusive Communication"
- User guide getting developed. Updated job descriptions across the university. Update on the career ladder.
- Update on benefit data (Al Vanderhoeven)

Health and Welfare Elections January 2024

Slight migration from Kaiser HMO plan to Aetna Plans post open enrollment

Total medical enrollment is 1238, increase of 41 from last quarter



Enrolled in medical?	Yes	No	Pct Enrolled
Faculty Adjunct	37	35	51%
Faculty Regular	486	102	83%
Staff	694	138	83%

Retirement Plan Contributions

Fidelity is the source of chart information; SU is the employer, others are for comparison

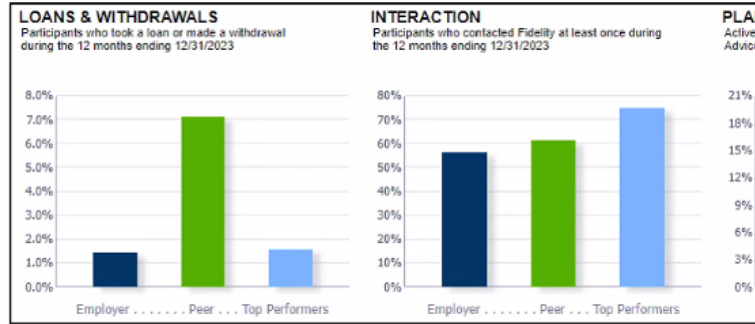
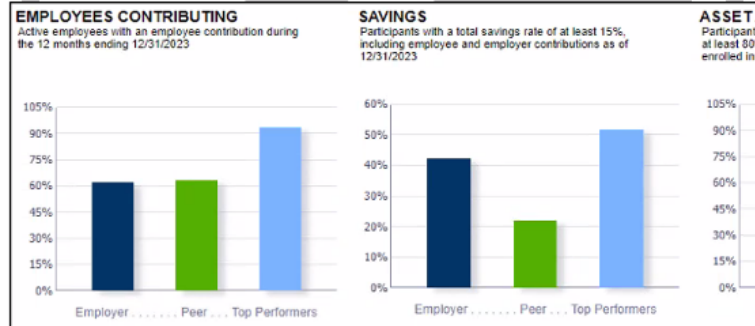
Colleague is source of table information

56 employees are Match eligible, but not receiving due to no deferral

Employees who are not eligible for the employer contribution are generally either new hires or adjuncts (have to work 1000+ hours in anniversary year)

Many employee who receive 10% employer contribution do not defer

80 employees have elected Roth option



Employer Contribution	Count
Hired prior to 7/1/22	
10% Automatic Contribution	1070
Hired post 6/30/22	
5% Automatic Contribution	178
5% Employer Match	117
1% to 4% Employer Match	5
0% Employer Match	56

EE Deferral Rate
0%
1% to 4%
5%
6% to 10%
Over 10%
Total

- Who is electing not do the matching might be our lowest paid employees? Seems to be even across all pay bands. This indicates that more education about matching is needed.
- High rates are being predicted for 2025 healthcare plans
 - AETNA PPO is so important for people with disabilities

Reigniting Our Strategic Directions Midway Report (Strategic Initiatives Team Chris Van Liew, Andrea Inzunza & Morgan Frost)

- Halfway through the timeline
- OSI is currently working on a midway report
- What are the best ways to reach staff regarding different RSD communications?
 - Examples given were; email, short videos, division meetings, different area specific listservs.
- What are must have stories that we must include in our midway report?
 - It is helpful for staff members to see how the work they do relates to the RSD.

Staff Council Open Discussion

- Committees—Currently the ACA’s Committee on Committees opens all different committee involvement to all faculty members, not just members of ACA. Should SUSC do something similar?
 - SUSC members can do a better job of the personal outreach/recommendation
 - Election season is coming up – start thinking about who to recommend now
- Continued discussion on parking. An advisor committee for campus parking is being formed. Laura Reeve SUSC President has agreed to be part of it.

Next meeting is on March 13th on Zoom and have a great afternoon!

***share chat with Morgan