

SeattleU Staff Council

March 13th, 2024 | 1:00-3:00 PDT

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

Present: Laura Reeve, Carly Darcher, Stephanie Lewis, Tashi Rigsby, Donna Horn, H Juul, Eli Christopher Voight, Suzanne Hawes, Niall Quinn, Emma Adkins, Chuy Garcia, Gabe Solseng, Becky Rowe, Rachel Olsen, Ashlee Day, Joyce Allen, Kelli Rodriguez, Kim Thompson

Not Present: Isa Galligar, Valerie Fisher, Mike Mullen

Welcome

- Land acknowledgement (Laura; resources in chat)
- Check-in (SUSC Members; norms in chat)
- SUSC Email report (Stephanie)

Update from HR/Senior Leadership (Jerron Lowe)

- HR understands that the open forum is during the first week of spring which can be problematic for people on campus. They are looking into additional ways to get the information out to staff.
- Working at commencement ceremony will not be required, but highly encouraged. Working a half day will equal a full day of comp or OT. Will still be looking for volunteers. Hoping participation will continue to grow.
- Performance review expectations. There is a perception the “meets expectations” is bad. This is not the case. It really means that a staff member is meeting all the needs of their job. This is a good thing.
 - “Exceeds Expectations: looks like taking on additional work or being seen as an expert beyond your role.
 - A request for a rubric how to assign the different designations was asked for by multiple staff members during the meeting. In addition, there was requests for seminars and discussions to normalize how the ratings work.
 - A reminder from HR that 1:1’s are integral to this process
 - HR has received feedback that there is reluctance to provide lower ratings because this could lead to the need to have difficult conversations with team members. Many supervisors don’t feel properly trained on how to have these conversations.
 - There will continue to be issues with rankings since they are tied to increases in staff pay.
- A suggested metric for HR to explore is how does our staff retention rate compare to other institutions.

Staff Council Open Discussion

- Reminder: Committee business to CommComm for WQ Update
 - Please have your updates to Carly by end of day 3/15
- Upcoming Elections: Vice President and Secretary/Treasurer to be nominated and voted on at the May meeting followed shortly by general elections in May
 - New members will attend the July 1st meeting.

- Cadence of the Staff Voices Survey discussion
 - Staff Voices Survey launch in fall of 2022
 - Workforce Engagement Survey launched in winter of 2023
 - Should we alternate years or have HR do some sort of pulse survey on the off years
 - Ideas that were suggested;
 - Shorter survey rather than breaking into different chunks.
 - Beginning of the year every other year?
 - Some people like the idea of the spring
 - Ask Jerron for cadence and update when they are going to complete the roll up convos.
- Discussion around how to get more staff involved with committee work
 - Encourage more staff wide engagement. Light way to engage with staff council.
 - Committees consist of a combo of council members and non-members
 - Putting together a guide for staff the list committees in order of commitment light to heavy
- From ACA: What can faculty do to improve the lives of staff?
 - The wrong faculty members are asking these questions
 - Start this back at faculty onboarding.
 - Better relationships with department chair and division leaders
- Guests to invite to SUSC in the last part of the year?
 - We have a request from Advancement
 - SGSU rep, Natasha Martin or Laura Heider – ODI, LiftSU rep, CFO, Decision Support rep
- Any additional staff concerns (open to all staff)
 - Request for Melore Nielsen to talk about Slate and the new Student Success Team

Next meeting is on April 10th on Zoom and have a great afternoon!