

Miguel, Michael Ng, Frank

Minutes taken by Nicole E. M

L Review 2018 Minu

VI. Strategic Plan Update Bob Dullea, Henry Louie, Natasha Martin, Katherine Raichle, Lucas Sharma SJ

A. Overview

1. A survey went out in the fall and winter-19 and I have since consolidated information and created document to send out to SU, which includes vision, goals, and commitment to future
- 2.

9. Will continue to recruit in Asia using agencies that have large presence

10. It's standard to only use digital marketing for graduate students and this year we'll try digital marketing for undergraduate

VIII. Update on SU Athletes Academic (David Arnesen, Shaney Fink)

- A. The process we go through to review the academics of student is quite complex and involves several departments, i.e. registrar, program, and we look at their grades, degree programs
- B. There are 281 student athletes total
- C. The cumulative GPA for all student athletes is 3.316
- D. Every quarter, the women student athletes spots for top 5 highest GPA's
- E. Students who have lower GPA's are monitored and are evaluated every quarter to make sure they are following their program and supported
- F. Discussion
  - 1. When a student falls below a certain GPA, eligibility comes into play based on SU and NCA standards
  - 2. Biggest challenge we face is traveling around schedules and classes
  - 3. GPA numbers were compared to Seattle University and we are on par with the college average

IX. Revamped Office of Sponsored Projects (na Isakson)

- A. There has been a high turnover of employment in 2012-2018, we are back on track and reestablishing ourselves
- B. Short term plan
  - 1. Want to stabilize office and focus on immediate, internal projects
  - 2. Hired a second SRO and had OSP retreat to establish team norms
  - 3. Reviewed the website, policies, procedures, and external facing handbooks
  - 4. Developed an internal procedure manual and created an annual report

- A. Staff council was created based on feedback received from staff and this was the only group on campus who didn't have a voice
- B. Steering Committee was created about two years ago to create staff council group
- C. Specifically looked at other Jesuit schools to see if they had staff council and if so, how it was run
- D. 35 candidates ran for Staff Council and 61% of staff voted in the election
- E. First meeting consisted of creating bylaws, designation priorities, developing procedures, and working on communication to staff
- F. Currently working in engaging with campus community and creating survey for staff feedback
- G. Discussion
  - 1. Staff Council has been in touch with CAS Faculty and Staff Assembly regarding their management system and will partner with them at this capacity
  - 2. Staff Council-Oficio member is HR representative and was determined because a lot of the work overlaps with HR
- H. Motion to approve Oficio participation at AcA
  - 1. Academic Assembly approves the participation of an oficio member from the Staff Council to future AcA meetings, starting in 2019
  - 2. 16 approve, 0 oppose, 0 abstain
- XI. Ombuds Office Report (Kenna Lang)
  - A. Ombuds office was created by AcA to resolve faculty conflicts
  - B. Office is always open for faculty concerns and provides a safe space
  - C. The last two quarters were the busiest office has seen since opening
  - D. Faculty are coming back often and for repeated visits
  - E. Faculty can provide anonymous feedback
  - F. 3 big issues office frequently sees
    - 1. Poor interdepartmental communication
    - 2. Feeling stuck in issues and concerns
    - 3. Finding new strategies for communication methods
  - G. We use a lot of questions to help people reengage with each other and deconstruct language to help others communicate
  - H. The importance of dialogue can help people reconnect and solve issues
  - I. Discussion
    - 1. Office is currently in transition because they originally reported to the CFO. With new CFO coming in, there has been talk about where this office to
    - 2. Faculty come in for a range of issues such as workload balance, grading, communication with peers, misunderstandings, bias and diversity
    - 3. There is talk about moving this office under the Office of Diversity and Inclusion due to most problems or concerns involving racial bias
- XII. Closure comment for AY (