



**Academic Assembly Meeting No. 5
Monday, October 31, 2022
2:05 – 3:35 p.m.
ADAL Stuart T. Rolfe Community Room & Zoom**

MINUTES

Members Present: Carol M. Adams, Connie G. Anthony, Mark Cohan, Marc Cohen, Douglas Eriksen, Nalini Iyer, Angie Jenkins (*ex-officio*, Staff Council), Benjamin Jones-Rice (*ex-officio*, SGSU), Shane P. Martin (*ex-officio*, Provost), Margit McGuire, Carrie Westmoreland Miller, Jodi O'Brien (*ex-officio*, Associate Provost), Kyle Peet, Russell Powell, Bryan Ruppert, Patrick L. Schoettmer, Frank J. Shih, Gregory Silverman, Kirsten Moana Thompson, Phillip Thompson, Glenn Yasuda and Valentina Zamora.

Guests: Vice President Jerron Lowe, Colette M. Taylor, Amelia Derr, John Fleming and Katherine Raichle.

I. Opening Remarks, Frank J. Shih

2:11 – 2:20 p.m.

- a. Meeting was called to order at 2:11 p.m. by Academic Assembly (AcA) President, Frank Shih.
- b. **MOTION** Moved by Frank Shih: “Move to approve the agenda for October 31, 2022, meeting of the AcA.” Seconded. **Approved.**
- c. **MOTION** Moved by Frank Shih: “Move to approve previous meeting minutes as revised, out of session, by AcA members.” Seconded. **Approved.**
- d. The search for an Ombudsperson is still on-going. There will be open sessions for the three finalists that will be hosted in Sullivan Hall and on Zoom. There is a committee dedicated to this search, and the Assembly requests that the committee emphasizes neutrality and independence from University leadership.

II. Program Review Committee, Margit McGuire

2:20 – 2:31 p.m.

The Program Review Committee (PRC) fast-tracked creating a new program, Doctor of Juridical Science (SJD), to support the School of Law. This program will enable those with a Juris Doctor (JD) or Master of Law (LLM) to pursue teaching law in other countries and to publish scholarly work.

MOTION Moved by Margit McGuire: “PRC moves to approve this new program.” AcA members discussed the motion. **Approved.** 15 yays, 0 nays, 0 abstentions.

III. Human Resources Updates, Jerron Lowe and Dana Frankenberg

2:31 – 3:11 p.m.

Jerron Lowe, the new Vice President for Human Resources and Chief Human Resources Officer (CHRO), and Dana Frankenberg, Human Resources Manager, joined the Academic Assembly to provide the following insights and updates—

- a. CHRO Lowe met with Staff Council and AcA President in his first weeks at Seattle University.

- b. Across workforces, higher education and Seattle University, there has been an increase of claims—partly due to deferred care during the pandemic, which impacts premium rates across the board. Open enrollment begins November 1, and here is the breakdown:
 - i. Kaiser Permanente. Approximately 30% of Seattle University employees are enrolled with Kaiser, which tends to have higher premiums. This package’s premium rate will be 7% higher than the previous rate.
 - ii. Aetna’s Preferred Provider Organization (PPO). Approximately 45% of employees are enrolled to Aetna’s PPO plan. Premium rates for this plan will increase by approximately 19%.
 - iii. Aetna’s Health Savings Account (HSA). Approximately 25% of employees are enrolled in Aetna’s HSA plan. Due to technical difficulties, the premium rate increase was not captured.

Tough decisions had to be made to make these changes the least disruptive as possible. More information [here](#).

- c. The recent United States Supreme Court decision on Roe v. Wade will have no impact on our health providers reproductive health services.
- d. The current approach to faculty compensation is to start with salaries the furthest below the median benchmark. Then, we can begin to refine and finetune compensation packages. Seattle University needs to continue to monitor data to see where salaries sit in relation to the market, which is always changing. President Eduardo M. Peñalver is committed to investing in faculty salaries, and approximately \$466k was added to this year’s equity pool. We are preparing for the next round of adjustments, which will include new title and ranks so salaries can be adjusted appropriately.
- e. Seattle University’s comparative groups, Peer 11, is being reconsidered. We have not reviewed the Peer 11 group since 2012, so Human Resources plans to update our comparative groups. We are looking into having a core group of comparatives and specific group of comparatives for schools, colleges, departments and programs.

IV. Annual Performance Review Conversation

3:11 – 3:39 p.m.

Jodi O’Brien and Colette M. Taylor

The Revised Annual Performance Review (APR) Pilot aims to provide transparency, consistency, engagement, diversity, equity and inclusion. The APR Working Group is working on building equitable and inclusive tools to accurately define contributions and workloads that vary across the University. They are also working on the timing of the launch and how to effectively implement the Revised APR. There are no definitive answers yet. We are currently investigating transitioning the APR process from a calendar year cycle to an academic year cycle, though, this may pose issues for the School of Law. Schools and colleges have their own evaluation committees, so performance reviews will be practiced at the school/college level. Since Seattle University’s approach is cost-of-labor, not cost-of-living, the APR evaluates whether faculty meet expectations in the areas they are involved in. Since this closely aligns with Diversity, Equity and Inclusion (DEI), the APR Working Group is coordinating with DEI working groups.

There are scheduled times for engagement at the school/college level. Once the APR website is launched, these scheduled times will be posted. Please note, the APR Working Group is not charged with building the website and can only provide an estimated time of arrival for its launch.

Meeting was adjourned at 3:39 p.m.

*Minutes taken and submitted by the ACA Administrative Assistant,
Caroline Pedro, Senior Administrative Assistant, Office of the Provost*