Call to Order and Reflection:  Cyn Wise

Reflection:  Not a reflection so much as a thought:  Today, I would like you to focus on what you ARE, not on what you are not.

Minutes:  Review and approve minutes from the April 19, 2018 meeting

April Attendees:  See last page of minutes for attendees.

ANNOUNCEMENTS...

Updates:  Cyn Wise -- Opening session welcome and comments

SAC Chair, Cyn Wise welcomed all members and visitors to the new 2018/2019 year and issued a statement to all requesting they put forth any items they want the SAC to research, look into or get addressed.  Cyn mentioned one of her agenda priorities is the donation of sick time to fellow employees.  Cyn also added some comments about the Sista Strut event: Registration for Sista Strut, October 6, 2018 LOCATION: The St. Louis Riverfront, 50 Leonor K. Sullivan Boulevard, St. Louis, MO 63102 Rally Begins at 8am and the 3K walk starts at 9am. Details to follow on where and when our group will meet, along with parking details For questions, please call Regina Walton, (314) 977 4585 or Michell Nickerson at (314) 577-8923

Pete Garvin -- Bicentennial and Service Day Update and other information

Some Bicentennial events on the horizon...

Friday, September 28, 2018 - 12 p.m. - 6:00 p.m.
Paint by Numbers - McGannon Hall
Faculty, staff and students

Saturday, September 29, 2018 - 3:00 p.m. - 9:30 p.m.
Grand Celebration – Grand Blvd.
Fireworks, food trucks, kid area
November 15, 2018
Bicentennial Culminating Event Featuring Saint Louis Symphony Orchestra
Chaifetz Arena

November 17, 2018
Campaign Kickoff Gala
Chaifetz Arena

Service Day Announcement...

This has not been publicly announced yet so be on the lookout for the full details in Newslink. The date is Monday, October 22nd and this Service Day will be similar to Make A Difference Day although it is scheduled on a regular business day. On campus options are being developed although off campus projects may be options for department units too.

There are efforts to work with SLUCare to include opportunities for our colleagues on those settings.

There will be a registration deadline, which around September 7th and people will not register individually. We will ask for each unit to register as a group via one point person.

- **Who Can Participate:** Everyone, although some details will need to arranged by departments that require staffing during the service time. In announcing the day, participation is to be determined based on departmental protocols and on supervisor approval, **HOWEVER, if approved, staff will be paid as usual for their service time.**

- Units will be encouraged to find their own service sites and submit those with registration. Those units that do not identify a service site will be assigned one by the Center for Service and Community Engagement.

- Departments/divisions will need to appoint a contact person for each unit to make arrangements for the entire unit. (Participants will not be able to register individually.)

- When more details are finalized, we will complete a list of FAQs about the event.

FYI... The Cannonball Picnic is the following day, Tuesday, October 23rd

**Monthly Spotlight:** LaVerne Robinson - Faculty/Staff Campaign
Faculty and Staff Campaign Submitted by LaVerne Robinson, Faculty and Staff Initiatives Director

LaVerne spoke with SAC members about the upcoming Faculty and Staff Drive to support the Accelerating Excellence: The Campaign for Saint Louis University. From mid-September through mid-November, the Development Division will launch a coordinated fundraising effort to raise $10 million to support the larger Campaign.

The public phase of SLU’s $500 million Campaign will kick-off on November 17, when it is our hope that Dr. Pestello will announce to the public that SLU employees are among the University’s most dedicated donors and have raised at least $10 million through the Faculty and Staff Campaign Drive.

On September 17, there will be a kick off breakfast for the Frost Campus and on September 19 there will be a kick off breakfast on the Med Campus beginning at 9 a.m. Dr. Pestello and executive members will provide insight about BIG SLU and LaVerne is in the process of recruiting captains, employees who will help to rally other employees to participate. Volunteer captains will be asked to:

- Make a gift to the campaign
- Make a three month commitment to support the employee drive
- Promote opportunities to give back within their department/unit
- Answer questions and share opportunities to get involved
- Participate in a one hour training scheduled on either September 10 (Frost Campus) or the September 12 (Med Campus) beginning at 1 p.m.

Staff donors will be recognized during the Cannonball Picnic on October 23 and the campaign push will conclude at the end SLU Giving Day, scheduled for November 16. If anyone is interested, contact LaVerne at laverne.robinson@slu.edu or 977-2206 to serve as a captain.

Award: Joyce Huelsman Award Presentation

Cyn initiated the comments and introduction mentioning it was an “honor and privilege” to present the award of our Joyce Huelsmann recipient, to Amelia Blanton Hibner. Cyn and Peter Garvin presented the award to Amelia. Amelia’s two years of dedication to the Recording Secretary position with SAC and her acute attention to detail in her notes along with her work with the Women’s Commission were just a couple of items mentioned. Amelia’s commitment to Saint Louis University and the Staff Advisory Committee is commendable.
The Joyce Huelsmann Award is presented to the Outstanding SAC Member every year. The award was established to honor founding SAC member, Joyce Huelsmann (SLU Staff-1963 2010, and recognizes a member of the Staff Advisory Committee who has best exhibited the qualities necessary for the type of leadership, service and positive spirit that were the hallmark of Joyce Huelsmann and her involvement at Saint Louis University, and more specifically, the Staff Advisory Committee. Her high moral standards, strong work ethic, and personal commitment to leadership through example, integrity, compassion, and respect for all continue to be a cornerstone of the Staff Advisory Committee.

**COMMENTS MADE AT END:** Karen Bolinger...Those interested in reviving the “Move Committee” or something similar to include “market fare craft fair” with vendors and otherwise please reach out to Karen (x2724 or email). Please let her know if you are interested as volunteers are needed for the programs.

**Next Meeting:** Thursday, Sept. 20, 2018
North campus: BSC 251
12:00 - 1:15 pm
Featured speaker—Father Collins, Mission Priority
Examen

Adjournment: Cyn Wise around 1:15 pm

Attendance provided by Membership Coordinator, Ellen Weis

SAC Sign In Sheet

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<td>Rhonda Arl</td>
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<td>Jan Gannon</td>
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Skype Business attendance

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<td>Deb Blanquart</td>
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<td>Riley Coyle</td>
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<td>Janet Flach</td>
<td>Chris Tobnick</td>
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<td>Natalie Floeh</td>
<td>Anne Westermeyer</td>
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Staff Advisory Committees and Representatives - 2018-2019

- Staff Advisory Sub-Committees

By-Laws Committee - Kathy Barbeau, Sue Stevens, Elisabeth King, Rita Stites, Cyn Wise

Community Outreach - Vacant

- Service/Events Committee

Food Truck Rally - Stacy Mack, Pete Garvin

- University Committees

Bicentennial Celebration Committee - Peter Garvin

*Nothing to add beyond notes presented above.

Banner Administrative System Review—Brandon McCoy and Helen McCormack

Campus Recreation Advisory Committee - Robert Pampel

Cura Steering Committee - Sue Stevens

Faculty/Staff Feedback Survey Task Force - Sue Stevens
Honorary Degrees & Special Recognition Committee—Peter Garvin

*Nothing to report currently.*

Magis Operational Excellence Program Steering Committee – Cyn Wise

Medical Ad Hoc – Sue Stevens

Parking Issues – Elisabeth King and Mathew Campbell

President’s Advisory Council – Sue Stevens, Pete Garvin, Cyn Wise

*No meeting so far this year.*

**President’s Diversity Council - Sandra Cornell**

*President’s Diversity Council SAC Member Sandra M. Cornell September 13, 2018 Meeting*

A subcommittee was formed to update elements of the purpose, structure, membership and council charge of the President’s Diversity Council. Its goal is to have those changes available by the October 2018 meeting.

Upcoming campus events surrounding diversity and inclusion include:

- Rev. Dr. Jamie Washington discusses diversity, intersectionality, social identity skills and student leadership in higher education on:
  - 9/17/18: 10am-12:30pm - faculty/staff - Sinquefield Room, DuBourg Hall 409
  - 9/17/18: 2pm-4:30pm - faculty/staff - Sinquefield Room, DuBourg Hall 409
  - 9/17/18: 6pm-8pm - students of color/student leaders - Center for Global Citizenship Auditorium—9/18/18: 12pm-2pm - student leaders - Center for Global Citizenship Auditorium
  - MLK Reading to Commemorate Anniversary of Civil Rights Leader’s Visit to SLU—Friday, October 12, 2018: 1:00pm, Center for Global Citizenship Auditorium
  - Black Lives Matter organizer Alicia Garza—Friday, October 12, 2018: exact time TBD, Center for Global Citizenship Auditorium
President’s University Leadership Council - Cyn Wise

Sustainability Council - Delia King

Tobacco Free Workforce – Ellen Weis

· Board of Trustee Committees

Academic Affairs – Ellen Weis

Development – Cyn Wise

Business and Administrations – Sue Stevens

Marketing and Branding – Rhonda Arl

Mission and Identity – Sandra Cornell
Staff Advisory Committee
Saint Louis University

Minutes for Thursday, Sept. 20, 2018
BSC 251 – 12:00-1:15 pm

Call to Order and Reflection: Cyn Wise

Reflection: “If you can’t fly, then run; if you can’t run, then walk; if you can’t walk, then crawl, but whatever you do, you have to keep moving forward.” - Martin Luther King, Jr.

Minutes: Review and approve minutes from the Aug. 16, 2018 meeting (*no amendments offered*)

ANNOUNCEMENTS...

Updates: Cyn Wise -- Welcome and comments

Purchasing Policy – Competitive bid level of $5,000 raised to $10,000 per motion passed in the ULC 9/19/18.

*Self-explanatory*

Workshop Pilot Invitation - result of Feedback Survey
More workshops offered in October; watch for announcements

* Self-explanatory*

Pete Garvin – Billiken Bounty (Student Pantry) information

*Please see three attached documents (Recommended food items, Program Flyer to share and Flow Chart) and consider hanging the flyer in your office or lunchroom to share information about the Billiken Bounty Program which is still seeking food items as well as monetary donations. Website link for more information is (https://www.slu.edu/student-development/dean-of-students/billiken-bounty.php)*

Monthly Spotlight: Fr. Christopher Collins, SJ, Special Asst. to the President for Mission and Identity: Jesuit Mission Priority Examen

*Father Collins provided some history on the process of the Mission Priority Examen and some general history on the Jesuits, their Examen ideas and Saint Louis University (Founded by Bishop DuBourg 200 years ago). He detailed how the General Superior has requested recently
for a proposal to all who “would undertake” an institutional Examen. He talked about the importance of reflections upon each day; anger, frustration and the opportunity “stepping back” can offer to allow for gratitude. Father Collins shared some examples of the “power of looking back” on each day to “see something beautiful.” He talked about remembering smaller interactions with others we experienced throughout the day. He mentioned the reality of regrets and the willingness to look toward the next day with some commitments to do better and to be more gracious.

Father Collins spoke about the member institutions of the American Jesuit Colleges and Universities (AJCU) are directing a Mission Priority Examen, which asks the community to consider how it has lived the Jesuit Catholic mission and how it desires to live the mission in the future.

He described how it is a self-directed process, utilizing conversational and communal approaches to engage colleagues from across the University and the Office of Mission and Identity will provide logistical support throughout the process. The Priority Mission Examen Steering Committee was mentioned and its purpose is to:

1. Discuss and affirm a process for University conversations
2. Facilitate and listen during focus groups and open sessions
3. Participate in writing of the reflection report
4. Provide guidance to the Office of Mission and Identity as the process unfolds

It was mentioned that they anticipate that the majority of the work will take place prior to an External Review Team Visit in late February, 2019.

Molly talked about the forming of the Priority Mission Examen Steering Committee for the 2018 – 2019 academic years. She mentioned over twenty groups have been met with to include most areas of campus with parents, students, staff, faculty and alumni with Madrid feedback to be included as well. Molly spoke about addressing and including small groups to engage in reflective moments of gratitude and to do a little inventory on what Saint Louis University does well and what SLU can do better.

The goal described by Molly is to generate a single report to synthesis with/for the Jesuit Higher Education. There ultimately will be visiting teams from other universities engaged to get information as well.

Molly passed out some paperwork which offered the SAC participants to engage in the discussion in small groups to answer those questions mentioned above with reflection questions: what SLU does well and what SLU can do better. Additional questions: what should we be doing different in going forward,

Molly mentioned the Jesuit characteristics: Leadership’s commitment to the Mission, An Academic Life which reflects the Jesuit Mission, A Jesuit Catholic Campus Culture, Service, and Service to the local Church, Jesuit presence and Integrity.
Various SAC members offered their responses (Frank Tucci, Rita Stites, Laverne Robinson, Meme Wolff, Zack Thatcher, Amelia Blanton Hibner).

Molly collected forms for further review.

**ENDING MEETING NOTE:** Cyn Wise mentioned there were “red line” items noted in the SAC By-laws and therefore it was “kicked back.” Cyn mentioned some committee input would be sought and ultimately the “final draft” will be shared with the SAC membership for input.

**Next Meeting:**
Thursday, Oct. 18, 2018
South campus: Allied Health – Multi-purpose Room (3rd Fl.)
12:15 – 1:30 PM

**Adjournment:** Next Month will feature Elisabeth King, 2019 Employee Benefits Report

**Attendance (in person)**
Carrie Abboud, Rhonda Arl, Joan Beaty, Amelia, Blanton Hibner, Judi Buncher, Tiffany Coleman, Debbie Dill Garvin, Kellisa Fiala, JoAnn Filla-Taylor, Susan Ganey, Peter Garvin, Delia King, Beth Masters, Robert McNair, Mary Lous Pereira, Laverne Robinson, Colleen Schneider, Sue Stevens, Rita Stites, Zach Thatcher, Frank Tucci, Ellen Weis, Cyn Wise, Meme Wolff, Cathy Zimmer

**Attendance (via Skype)**
Kathy Barbeau, Alexix Bruce-Staudt, Kellie Dalton, Kari Elbe, Natilie Floeh, Tonya Gallina, Jan Gannon, Karen Gregory, Kristin, Hrasky, Pam Jackson, Mary Krieg, Genise Lay, Katie Linnenbrink, Shawn McCaw, Patricia McQueen, Kirsten Miller, Rachel Millinger, Jessica Passow, Allison Roba, Susan Toretta, Ann Westernmeyer

Guests: Stacy and Ana
Staff Advisory Committees and Representatives - 2018-2019

• **Staff Advisory Sub-Committees**
  By-Laws Committee - Kathy Barbeau, Sue Stevens, Elisabeth King, Rita Stites, Cyn Wise
  Community Outreach - Vacant

• **Service/Events Committee**
  Food Truck Rally - Stacy Mack, Pete Garvin

• **University Committees**
  Bicentennial Celebration Committee - Peter Garvin
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  Parking Issues - Elisabeth King and Mathew Campbell
  President’s Advisory Council - Sue Stevens, Pete Garvin, Cyn Wise
  President’s Diversity Council - Sandra Cornell
  University Leadership Council - Cyn Wise
  Sustainability Council - Delia King
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• **Board of Trustee Committees**
  Academic Affairs - Ellen Weis
  Development - Cyn Wise
  Business and Administrations - Sue Stevens
  Marketing and Branding - Rhonda Arl
  Mission and Identity - Sandra Cornell
Call to Order and Reflection: Cyn Wise

Reflection: “Coming together is a beginning; keeping together is progress; working together is success.” ~ Henry Ford

Minutes: Review and approve minutes from the September 20, 2018 meeting (minutes not completed, therefore, not shared for review)

ANNOUNCEMENTS…

Updates: Cyn Wise -- Welcome and comments

*Cyn shared about the upcoming Staff Day of Service scheduled for Monday, October 22, 2018 and the Staff Appreciation Day on Tuesday, October 23, 2018 with two gatherings with John O’Leary speaking (one south/one north campus) and followed by the Cannonball picnic on north campus on the mall side of DuBourg Hall

Introduction: Donghua Tao, President of the International Faculty and Staff Association (IFSA)

*Tao provided some history on the IFSA agenda and work here at SLU with its start during the 2008/2009 academic years with support from the Provost office. It is open to all staff with an interest of International Services and multi-cultural backgrounds. It is a mission supported and thrives for/with IFSA staff and faculty with cultural sensitivity with local communities in/around the Saint Louis city area. They have planned/scheduled activities to promote the welfare and to welcome faculty and staff that are new to the university. They offer educational workshops on healthcare with United Health Care representatives and benefits to provide more knowledge and experiences with open enrollment.

Bert Barry, Program Director of International Services, mentioned their interests to schedule a variety of informational and social events throughout the year for those interested and from/with international backgrounds.

Tao mentioned events scheduled throughout the year so check with them for further details about resources and networking opportunities. She spoke about “green card” workshops as well.

There were a couple of questions from the audience regarding “extreme vetting” process heard about in the news recently.
Monthly Spotlight: Kristy Arciszewski, Director Compensation and Benefits:
2019 Benefits and Open Enrollment Update

*Kristy spoke about costs going up slightly after being held stable since 2017 and slightly higher subsidy amount adjustment with a raise from salary compensation of $37,740 to $38,505 for no cost with Vitality Wellness program being completed. Kristy mentioned there were certain Express Scripts medications and “specialty drugs” changes. Kristy also mentioned the upcoming enrollment period to update your insurance plans, life and disability (moving to Signa) and the importance of signing/confirming benefits to include life insurance.

Kristy mentioned upcoming open sessions for details and Q & A: November 1st at the BSC at 11 am, November 5th at the LRC at 10 am, November 8th at the BSC at 11 am and November 13th at the LRC at 10 am.

Kristy mentioned the Vitality Wellness programs run from October 1st through November 16th to receive wellness rebates.

Kristy mentioned her contact email is generally benefits@slu.edu with any questions.

Next Meeting: Thursday, Nov. 15, 2018, North campus: Busch Student Center, Rm 251
12:00 – 1:15 PM

Adjournment: Next Month will feature an update by members of the Grassroots Working Committee

Attendance (in person)
Rhonda Arl, Sherry Ashford, Kathy Barbeau, Debra Blanquart, Christina Butler, Matt Campbell, Matt Daniel, Debbie Dill Garvin, Kathryn Dortch, Kari Elbe, Peter Garvin, Lindsay Gibson, Delia King, Helen McCormack, Rachel Millinger, Ebony Navarrete, Matt Olwig, Mary Lou Pereira, Laverne Robinson, Dawn Schwartz, Kris Siebert, Sharon Spicer, Sue Stevens, Joe Stumpf, Steve Tinge, Ellen Weis, Cyn Wise, Kathy Wolf,

Present via Skype
Alexis Bruce-Staudt, Jennifer Baine, Karen Bolinger, Kristina Bryan, Mary Cook, Sandra Cornell, Riley Coyle, Cathy Donaldson, Ashlee Dorsey, JoAnn Filla-Taylor, Janet Flach, Sandy Gambill, Tonya Gallina, Susan Ganey, Karen Gregory, Kristin Hrasky, Melissa Hummel, Anne Imlay, Katie Linnenbrink, Beth Masters, Jyssaka Meyers, Kirsten Miller, Rachel Millinger, Allison Roba, Amanda Sahaida, Colleen Schneider, Natalie Sevener, Zack Thatcher, Susan Toretta, Tonya Vernon, Ann Westermeyer, Debra Wilson, Meme Wolff, Rachel Young

Guest: Carina Flesch
Staff Advisory Committees and Representatives - 2018-2019

- **Staff Advisory Sub-Committees**
  By-Laws Committee - Kathy Barbeau, Sue Stevens, Elisabeth King, Rita Stites, Cyn Wise
  Community Outreach - Vacant

- **Service/Events Committee**
  Food Truck Rally - Stacy Mack, Pete Garvin

- **University Committees**
  Bicentennial Celebration Committee - Peter Garvin
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  Honorary Degrees & Special Recognition Committee—Peter Garvin
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  Parking Issues - Elisabeth King and Mathew Campbell
  President’s Advisory Council - Sue Stevens, Pete Garvin, Cyn Wise
  President’s Diversity Council - Sandra Cornell
  University Leadership Council - Cyn Wise
  Sustainability Council - Delia King
  Tobacco Free Workforce - Ellen Weis

- **Board of Trustee Committees**
  Academic Affairs - Ellen Weis
  Development - Cyn Wise
  Business and Administrations - Sue Stevens
  Marketing and Branding - Rhonda Arl
  Mission and Identity - Sandra Cornell
Call to Order and Reflection: Peter Garvin (Cyn unable to make it due to weather)

Reflection: “Let us make our future now, and let us make our dreams tomorrow’s reality.” ~ Malala Yousafzai

Minutes: Review and approve minutes from the September 20, 2018 and October 18, 2018 meetings (minutes not completed, therefore, not shared for review)

ANNOUNCEMENTS...

Updates: Peter Garvin -- Welcome and comments

*Thanked everyone who showed up during the areas “snowpocalypse” and accompanying weather challenges, Peter took responsibility for the delays of the minutes being generated and apologized to all SAC members, Peter mentioned a snow ball fight planned to take place in the mall area after the meeting

Be on the lookout for an email from Cyn Wise regarding the call for participants on two committees: Parking Appeals and the Speech, Expression & Civil Discourse Committees

Announcements: Blue Santa – 2018 Toy Drive

*Blue Santa was present and passed out some meeting/party favors for those in attendance and left his some flyers to be shared for those interested in taking details back to their respective offices to share the information about the Toy Drive to help children in surrounding areas.

LaVerne Robinson – Staff/Faculty Campaign

*Laverne was unable to join the meeting due to the weather but generally her notes were shared about how tomorrow, Friday, November 16, 2018 being Saint Louis University’s official 200 year birthday and will also be the kick-off of the Staff and Faculty Drive for Accelerating Excellence day of donations to whatever
funds or scholarships you want to support. There will be individual and groups efforts and some fun competition to see who can raise the most money in the twenty-four hour period. Please look out for emails and calls related to individualized links to make donations.

Peter Garvin made the suggestion to consider giving to the Billiken Bounty program which supports students facing food crisis in their lives and can receive nutritious food from the BSC office location.

Regina Walton – Thanksgiving Donation

*Regina made a brief announcement about the donations being supported from her office and the need for further donations, specifically of turkeys to support their cause. Please contact Regina for further details.

*Please see Debbie Dill Garvin after the meeting if you need a parking pass for today.

Monthly Spotlight:

Amy Russel, - Grassroots Working Group on Culture at SLU, with guest Jessica Kuchta-Miller, Washington University Ombuds.

*Amy generally prepped the audience in attendance and via Skype with the background and the origin of the Grassroots Working Groups. She detailed the interests in reviewing and developing proposals for the senior administrators of the university to review and consider implementing to three initiatives which were parer down from a larger group of ideas. Those details follow:

Three GWG Initiatives 2018-19:

A. Recommend the creation of an office of the Ombudsman for faculty and staff. To be led by Sheri Anderson (sheri.anderson@slu.edu)

B. Review of and communication about the policies, procedures, and options for dealing with bad behavior. To be led by Scott Bambrick. (scott.bambrick@slu.edu)

C. Establish a Community Engagement Committee: with the aim to increase our sense of belonging and cohesiveness through initiatives of community building, appreciation and opportunities for making SLU a better place to work. To be led by Amy Russell (amy.russell@slu.edu)
*Kuchta-Miller joined the meeting via Skype Business as she was unable to make it personally due to the weather as well. She advanced us a Power Point generally detailing the Ombuds program, its purpose and its respective attributes (please see attached Power Point).

Next Meeting: Thursday, Dec. 20, 2018, Allied Health Multi-Purpose Room

Next Month: Holiday Celebration Lunch, no official business planned

Adjournment

Attendance (in person)
Debbie Dill Garvin, Kathryn Dortch, Peter Garvin, Delia King, Kelly Maher, Shawan McCaw, Amy Russell, Colleen Schneider, Joe Stumpf, Regina Walton, Ellen Weis

Present via Skype

Guests
Alexander Ocasio
Carina Flesch
Staff Advisory Committees and Representatives - 2018-2019

- **Staff Advisory Sub-Committees**
  By-Laws Committee - Kathy Barbeau, Sue Stevens, Rita Stites, Cyn Wise

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  Mission and Identity - Sandra Cornell
Call to Order and Reflection: Cyn Wise

Reflection: “Talent wins games, but teamwork and intelligence wins championships.” — Michael Jordan

Minutes: No minutes to review at this time; will distribute to Membership for review and comments when available.

Updates: Cyn Wise -- Welcome and comments

Announcements:

Resignation - Pete Garvin, Past-Chair
Due to circumstances beyond his control, Pete has sent his resignation from the Executive Board and his position and responsibilities as Past Chair. It is with deep regret that Cyn Wise accepted Pete’s resignation. Pete served the Staff Advisory Committee in numerous ways that have had a positive impact of all members. As Membership Coordinator, we had great gains in the new SAC members as Pete recruited staff from every nook and cranny of both campuses. As Chair of SAC, Pete represented staff as a fierce advocate of our interests and concerns, and made sure staff were represented in all facets of university administration and activities. We will greatly miss him and his enthusiasm and advocacy.

Per the Bylaws, the Chair has requested a former SAC Chair to fill the position for the duration. Sue Stevens has graciously accepted that request.

Bylaws commentary
Comments on the proposed bylaws update are open until Friday at 5:00. Please feel free to send any observations, comments, etc., to SAC@slu or SACChair@slu by that time. After that time, the Bylaws Committee will review suggestions then forward a final draft to the General Counsel's office for final acceptance.

Thank you
To everyone who has volunteered for the Speech, Expression and Civil Discourse and
Workday Advisory Committees. Announcement of the SAC representatives for those committees will be made soon.

**Mission Examen - Call for volunteers**
Six SAC members are needed to full position on the Mission Examen Committee. Additional information will be forthcoming.

**Parking passes are available for those needing them**
Please see Debbie Dill Garvin after the meeting if you need a parking pass today.

**Monthly Spotlight:**

The SAC Chair had several requests for more information about the President’s budget update email in November regarding the current budget challenges and what effect the shortfall would have on staff. For this reason, Interim Provost Dr. Chester (Chet) Gillis and Mickey Luna, Vice President of Human Resources were invited to be guests at today’s meeting.

**Dr. Chester (Chet) Gillis, Interim Provost**
Our Interim Provost comes from Georgetown University where he was a Professor of Theology and the Dean of Georgetown College. Dr. Gillis’s first day was January 2, 2019.

Dr. Gillis fielded questions but mostly regaled our group with antidotes and reporting his first official action was releasing students, faculty and staff at noon on January 11, 2019 ahead of the snow storm. This action allowed many to get home safely and in a timely fashion before the snow began to fall.

He also reported that the board will make final decisions regarding how to handle this year’s deficit and what will happen in the future to move the budget to neutral territory.

A SAC member had the idea of a hotline, staff could call and suggest things that could be eliminated from offices to help with spending such as leaving in tulip bulbs rather than digging them up and leaving them for people to take home. Dr. Gillis reported that at a past place of employment, tulips were an endowed designated fund for just that reason. The discussion then moved to designated funds and the regulations that they incur. It was pointed out that very few designated funds are open to general university spending.
Mickey Luna, Vice President of Human Resources
Fielded questions about a multitude of human resource areas including career ladders, the ability to more freely apply and be considered for upward staff moves to other departments and finally if a future VERP is being considered. The answer to the VERP questions was, “not for staff”.

Next Meeting
Thursday, February 21, 2019
Allied Health Multi-Purpose Room

Chair C. Wise will invite a representative from the VP-Finance's office to give SAC more information on the current and projected budgets.

Adjournment
Chair Cyn Wise adjourned the meeting at 1:00 P.M.
Call to Order and Reflection: Cyn Wise

Reflection: “The ultimate measure of a man (or woman*) is not where he stands in moments of comfort & convenience, but where he stands at times of challenge and controversy.” ~ Martin Luther King, Jr. (* my addition to Dr. King’s words ~ cdw)

Minutes: Review and approve minutes from the January 17, 2018 meeting

Updates: Cyn Wise -- Welcome and comments

General Updates:
- Parking Card Services has moved to Wool Center.
- Introduction and announcement of Rhonda Arl volunteering to fill role of SAC Recording Secretary caused by the resignation of Pete Garvin.

Committee Updates:
- New appointment from SAC to the Workday Transition Advisory Committee is Allison Roba.
- New appointment from SAC to the Speech, Expression and Civil Discourse Committee is Ann Imlay.
- New appointment from SAC to the Operational Excellence Project Review Team is Alexis Bruce-Staudt.

SAC Bylaw review update:
The operational review is complete and has the support of university administration for SAC to become an independent standalone council for non-union staff. The bylaw changes have been reviewed by the Office of the General Counsel and will be sent out to SAC membership for approval. Once approved, all the necessary changes will be administrated to move the measure forward.

Call for Executive Board Nominations:
In March the SAC exec. board will ask for nominations for officer seats up for re-election. Self-nominations are accepted. Elections will be held in April.

Call for Volunteers
Father Collins needs 3-6 SAC member Volunteers for his Mission Examen Team. They will be meeting on 2/26/19 on the south Campus at 4:15. Contact Cyn if interested.

Introduction of Dr. Daniel Blash, Vice Dean of Diversity, Equity and Inclusion, and Chief Diversity Officer, Saint Louis University School of Medicine.
Dr. Blash joined the university last month and was introduced by Chair Cyn Wise. Dr. Blash understands academia is about students and people forget about the staff. At SLU and his previous position at Washington University he is responsible for the staff. He told of his learning that the longer someone is on staff at any organization, the unhappier they become. He views WU and SLU differently. He describes WU as a big beautiful machine while SLU is the heart and soul of the city. He is happy to have joined us.
Monthly Spotlight: 2018-19 SGA President Katlyn Martin
Katlyn was very candid about staff interaction with students and how it can be viewed detrimental to the student experience. Giving a very quick concise presentation, she outlined three areas of disconnect with students. 1) Mission. Classroom interaction and staff interaction should also mirror the overall mission of the Jesuit focus. 2) Communication: the touch points between staff and students need improvement. 3) Support: reminding how we can assist students better.

Specific examples were given as lack of support of students while they are at SLU such as citing lack of staff interest in student activities. Staff making decisions in their own interest vs. that of the common good. And finally, how are the choices staff making showing students we are proud to represent them?

Call for questions by Chair Cyn Wise:

Why was staff not included in the recent Faculty VERP? The Provost Chet Gillis and VP of HR Mickey Luna both have reported to Cyn that the VERP five years ago and RIF of staff two years ago left significant loss of experience and that a further staff decrease could significantly affected the university's operational ability.

Why were higher ranking schools not excluded from the VERP? Faculty will be hard to replace. All schools were given monetary savings targets and the VERP is the first option for seeing a budget reduction.

Final closing remarks:
Next month Dr. Pestello will be the SAC meeting guest. Please sent all questions to sac@slu.edu. Generally, Dr. Pestello brings VPs to answer the questions directly.

Next Meeting: Thursday, March 21, 2019
North campus: Busch Student Center, Rm 251
12:00 – 1:15 PM

Adjournment
Chair Cyn Wise adjourned the meeting at 12:51 P.M.
Staff Advisory Committees and Representatives - 2018-2019

· **Staff Advisory Sub-Committees**  
By-Laws Committee - Kathy Barbeau, Sue Stevens, Rita Stites, Cyn Wise

· **Service/Events Committee**  
Food Truck Rally - Stacy Mack, vacant

· **University Committees**  
Campus Recreation Advisory Committee - Robert Pampel  
Cura Steering Committee - Sue Stevens  
Faculty/Staff Feedback Survey Task Force - Sue Stevens  
Honorary Degrees & Special Recognition Committee—vacant  
Medical Ad Hoc - Sue Stevens  
Operational Excellence Project Review Team – Alexis Bruce-Staudt  
Parking Issues - Mathew Campbell, vacant  
President’s Advisory Council - Sue Stevens, Cyn Wise  
President’s Diversity Council - Sandra Cornell  
University Leadership Council - Cyn Wise  
Speech, Expression and Civil Discourse - Anne Imlay  
Sustainability Council – Delia King  
Tobacco Free Workforce – Ellen Weis  
Workday Transition Committee – Allison Roba

· **Board of Trustee Committees**  
Academic Affairs – Ellen Weis  
Development - Cyn Wise  
Business and Administrations - Sue Stevens  
Marketing and Branding - Rhonda Arl  
Mission and Identity - Sandra Cornell
Minutes for Thursday, March 21, 2019
Sinquefield Stateroom, DuBourg Hall, Room 409

Call to Order and Reflection: Cyn Wise

Reflection: “Life is not measured by the number of breaths we take, but by the moments that take our breath away.” – Maya Angelou

Minutes: Motion to approve the meeting minutes from February 21, 2019 was made and seconded, minutes approved.

Monthly Spotlight: Fred Pestello, Ph. D., President of Saint Louis University

Guests: David Heimburger, VP and Chief Financial Officer
       Michael Lucido, VP - Facilities
       Jonathan Smith, VP - Diversity and Community Engagement
       Kathleen Davis, Int. VP – Enrollment & Retention Management
       David Hakanson, VP and Chief Information Officer

Dr. Pestello opened by thanking the leaders of SAC for their time and effort. He reflected that five years ago, on this day March 21st, in this very room, the Sinquefield Stateroom, he was elected President by the SLU Board of Trustees and accepted the position. He gave gratitude for the SLU community, a sacred place where good work is done.

Dr. Pestello continued his opening remarks, before giving the podium to his Vice Presidents to answer the pre-submitted staff questions. He opened with a thank to the entire university staff, who are those who pick up the pieces and keep our university running. He is thankful that the staff cares about the students, patients and the mission.

He spoke about the Men’s Basketball Billiken team who won four games in four days with grit, guts and heart. He was so excited, upon his return to St. Louis, to get a call from Dr. Chaiftz donating $50,000 for travel grants for students to attend the NCAA tournament with the Billiken team this weekend. But it was the staff who made it happen. They worked hard and fearlessly to put together events to welcome the team home as well as a rally to see them off again and select student winners who would be able to travel to see the next game. All above and beyond their regular scheduled duties.

Dr. Pestello moved on to speak of the SLU community of workers. Mission focused research driven, student centered grounded in Jesuit values. He said, “moving forward as a community we must change and keep up with Generation Z. We can no longer be slow to respond especially with our competitors being more aggressive”.

With enrollments trending down each year, how do we continue to cut programs in some areas, while adding programs most in demand like STEM and health sciences programs
continue to grow? We must invest in mental health challenges. We must invest in a core curriculum.

Dr. Pestello explained that had hoped to give a 2% merit increase for FY20. The Vice Presidents and Deans, however, felt strongly that we should forgo the proposed salary increases because it would not be possible to give the increase without involuntary position reductions on the academic side. Dr. Pestello agreed that he too would prefer to forgo the merit raise to do all we can to avoid another reduction in force on the academic side.

He stated for FY20 SLUCare must generate small positive surplus after this years projected $10m dollar deficit, which will result in some staff reductions. We are all eager to move past these financial challenges that have plagued higher education, to transform St. Louis, and to be more responsive to patient and student needs, and he believes we can to this.

To close he gave a quote from a recent article in *The Chronicle of Higher Education Review* titled: “Is This Higher Education’s Golden Age?” Sociologist Steve Brint, argues that while pessimism reigns both inside and outside of the academy, “the statistical evidence suggests that American universities have never been stronger or more prominent in public life . . . . “

Brint cites a number of measures to make his case and concludes that “As I have pored over the evidence, I have come to the conclusion very different than the one suggested by pessimistic professors and an alarmist press: Beyond the din of the latest protests about sexual violence on campus or controversial speakers causing and uproar, some remarkably positive trends have left American universities bigger, stronger, and in more influential position than ever before.” Dr. Pestello agreed that he too is an optimist for our future.

**Staff questions addressed:**

*Answered by: Dr. Jonathan Smith, VP – Diversity and Community Engagement*

What is the status of the art work that was part of the Accords? Perhaps, the University could do something in memory of Dr. Norm White.

Many have the impression the that the Accords specially think the status is literally a piece of art, however, it is not. It is a mutually agreed upon program to host a resident artist each year. Last year there were not enough applicants so next fall there will be a Resident Artist on Campus. We must also continue to work on grants and funding to insure the programs developed to honor Dr. White continue forever. The true meaning of honoring Dr. White is by doing the work.

*Answered by: Mickey Luna, VP – Human Resources*

Please more fully explain why one level (Tenured Faculty) was targeted for the VERP but others were excluded (non-tenured and staff)? To the respect of staff knowledge being lost by this, could you explain why a phasing staff VERP could not be offered instead (knowing that tenured faculty could be asked to stay up to 1 year)?
Please illuminate us as to why we have been told in several forums that a VERP would not be offered again due to the results of last time and how this is different?

How many faculty were offered the VERP?

What happens if not enough faculty take the VERP?

Do we expect layoffs if enough Tenure Professors do not take the voluntary retirement and if so will there be another staff voluntary retirement?

The VERP for tenured faculty was focused on removing positions that will not be refilled. Approximately 175 faculty were offered the VERP and we still do not know how many will take the package. We anticipate about 15%. This VERP is one of the many tools for reducing expense to deal with the budget challenges.

There is no plan to offer another VERP at this time but we would not rule out any potential options for addressing the current budget concerns. Personnel reductions are being reviewed within our medical practice to due to the significant budget deficit however, no decisions have been made regarding those cuts at this time.

Would the University consider going to a 4-day work week?

If salary increases are not in the budget, would the University consider increasing the number of holidays or increase vacation hours?

At this time, we are not considering a four day work week and it does not make sense for our industry. In market comparisons, our benefits are very competitive and our paid time off for holidays and vacation is among the best in the St. Louis area. We will continue to work hard to keep work and time off balance very competitive.

When will the murky process of hiring become more transparent?

Position control went into effect 11/18/2018 to address the current budget challenges and hopefully minimize position reductions. The VP who leads the unit seeking to fill a position must support the position. If that VP makes the decision not to advance the position at the current time in light of the current budgetary constraints, the position is not moved on. If the VP approves the position, it then goes to the President’s Cabinet for approval. If you are still unclear, reach out to your HR representative or myself.

Answered by: Kathleen Davis, Interim VP – Enrollment & Retention Management

Kathleen began by saying the first thing that hit her desk when she arrived at SLU was an article on Gen Z. The group is the most diverse generation of students SLU has ever had and they view their technology as an extension of them self. This group wants to discover schools the way they want to which is via technology and the days of guidance counselors leading them to a college are a thing of the past. They involve their parents early on and want to see outcomes from Career Services. They are seeking change and sparking program revisions, additions and better core curriculum. Her direction from Dr. Pestello is 1600 freshmen for this fall. New students
born around 9/11 and coming of age during the 2008 recession, they are focused on value, outcomes in career services, academic programs and support services

With the University facing a deficit, and student enrollment on the decline, what is the University doing to increase student enrollment? As someone who has recently graduated, I can state that the number one reason why enrollment is down is from rising tuition costs and additional costs surrounding higher education. What is SLU doing to reduce costs for students? Is lowering tuition rates even being considered.

We have initiated a pricing study with other private institutions that we view as competition including Loyola, Chicago; Creighton, Marquette. From this study we have increased scholarships and revised our grant offerings. From these actions our admits are up, deposits are up and we are fielding questions from our competitors wanting to know what we are doing, which we view as a positive.

We move forward with cautious optimism as we revise programs to be those most desired and to adjust our curriculum to entice the transfer student while not losing focus on adult education and graduate education.

Answered by: Micharel Lucido VP – Facilities

Can we use the Diablito’s site for the Food Truck days? Maybe put some trees and picnic tables there with umbrella’s for a park like feel?

Absolutely, once the final building is down and the grass is firmly in place we can make that a picnic area.

Answered by: David Heimburger VP and Chief Financial Officer

Also, see slides attached, as we were not able to view due to technical difficulties with the media.

David reported that net tuition has been flat since 2012 and that compensation expense has been exceeding tuition revenue. The student discount rate has increased 1% each year while enrollment has steadily had a 1.5 per year decline for the past eight years. With flat rate enrollment, higher discount rates to get those students and higher employee compensation have caused the budget deficit issues.

Given the current financial status of the University, what growth rate for enrollment will the University need in order to return to a more financially solid?

Flat right now would be a good place to start.

Do we know the percentage or number of majors that may be cut and how many programs might be eliminated?

That is a better question for Dr. Gillis and Dr. Pestello but I don’t think we have begun the program review process yet so that is to be determined.
What is the most challenging part of budgeting for you?

The fixed cost structure of higher ed especially during low enrollment periods. The university’s highest cost is instructional costs or faculty which are difficult areas to make quick economic changes. And sometimes you can’t make changes at all.

How will the money from the Grand and Chouteau real estate sale be used?

We are in negotiation to enter into an agreement on that 14 acres for a 300m project of 800,000 square feet of office, mixed use housing and retail. Nothing has been signed yet. We are also excited about the Foundry project that will bring many more enmities closer to our campus including a grocery store Fresh Tyme. The sale of the Grand and Chateau property will not be seen until FY20 and the proceeds will be used to replenish our cash reserves which we have been using during this deficit period.

What is the status of fundraising with the Capital Campaign & can funds be directed to the 20Y budget shortfall?

Capital campaigns have gone very well. We have collected more than $100 million which is a new fund raising high for us.

I’ve heard that, in theory, the Jesuits could completely separate themselves from Saint Louis University. Could you expound on what this means and the likelihood of it actually becoming a reality?

Dr. Pestello stated, “Can the Jesuits Pull out of SLU? Yes technically. Will they? No.” At the request of the Jesuit University Presidents, each University was visited to clarify their institutions Jesuit mission values. There are competitions to get Jesuits and Dr. Pestello pointed out SLU has more Jesuits than any other Jesuit institution with 25 active and 25 retired non-active. Jesuits want to be here and it’s a sore spot with other institutions because some are down to a single Jesuit.

Final closing remarks:

- We had a record number of nominees 55 for SAC board officers. 14 were eligible and 7 willing to go on the ballot.
- Ballots for 2019/20 Executive Board will go out 03/22/19
- Nominations called for the 2019 Joyce Huelsmann Award for Outstanding Sac Member. Established in 2011 to honor SAC founding member Joyce Huelsmann. Ballot will go out 4/1
- New location for the SAC spring BBQ which will be The Center for Global Citizenship. We hope this will encourage you to stay and visit with other SAC members and please bring a non-SAC member to encourage them to join the group.
- Drawing for Participation in SAC Executive Board Nominations was won by Ian XXX and Missy.
- Anyone need a parking pass please see Cyn.
Adjournment

Chair Cyn Wise adjourned the meeting at 1:15 P.M.

Next Meeting

Thursday, April 18, 2019
Allied Health Multi-Purpose Room
12:00 – 1:15 PM
Staff Advisory Committee
Saint Louis University

Minutes for Thursday, April 18, 2019
Allied Health Building Multi-Purpose Room – 12:15-1:15 pm

Call to Order and Reflection:  Cyn Wise

Reflection: “If everything seems under control, you’re not going fast enough.” Mario Andretti

Minutes: Reviewed minutes from the March 21, 2019 meeting and approved with revisions.

Updates: Cyn Wise -- Welcome and comments

General Updates:

1. Cyn gave a clarification that the previous meeting, with Dr. Pestello and various University Vice Presidents, was a format that was set by she herself. There was no open mic at the meeting on purpose and only questions submitted on line were used, due to time limitations. She wanted to make sure membership knew she set the format personally and it was not influenced by university leadership.

2. Newly elected FY 2020 SAC Executive Board were introduced:
   - Chair elect, Sue Stevens
   - Treasurer, Kathy Barbeau
   - Corresponding Secretary, Kristin Hrasky
   - Recording Secretary, Rhonda Arl
   - Membership Coordinator, Christina Butler

   Cyn also addressed a question about the few number of people on the ballot. Fifty-five total staff members were nominated. Seventeen were eligible, based on meeting attendance criteria to run for office and only seven agreed to be nominated.

3. Membership was reminded that Nominations for the Joyce Huelsmann SAC Member of the year will close 05/03/2019.

4. For those attending the meeting in person, members were asked to please check name and department on the sign in sheets and make corrections if needed.

Presenter: Dr. Molly Shaller
Topic: Institutional Mission Priority Examen Visit and Response from External Visitors

August 6, 2018 the University held “Examen” with Archbishop Carlson to review and evaluate the institutional Mission. The university conducted more than thirty events with more than eight hundred participants including University Board members, faculty, staff, students, parents and partners. An eighteen-person committee conducted analysis. The group identified key hopes and aspirations to improve commitment to mission and identity. A four-person external committee visit occurred February 24 – 26, 2019 and met with over a hundred and fifty people. Their final report provides insights, direction and wisdom to assist SLU with developing strategies.

The strengths identified in the final report were:
Students, staff and faculty who are deeply committed to the local region through service and social justice.

The Jesuit Catholic identity of SLU pervades the culture and is articulated and evidenced in the mission.

SLU engages deeply with social justice questions related to diversity and inclusion.
Commitment of service by all members of the community to the larger St. Louis region and beyond.

The community appreciates the priests, brothers and scholastics of the Society of Jesus share fully in the life of the university.

**Suggestions for Identity Formation in the Mission Priorities are:**

- Localizing Formation in the Mission
- Hiring for Mission
- University Leadership Formation for the Mission
- Student Formation for Discernment

**Priorities for the future include:**

- Increased Commitment to Ignatian Identity by developing ownership for the mission beyond the Jesuit community or the Office for Mission.
- Hiring for Mission and Diversity.
- University Leadership Formation for Mission, including all senior leaders and Board of Trustee members.

**Student formation for Discernment:**

- Should be openly represented in the Core Curriculum and partnered with student life programs.

Post site visit, the next steps are to develop strategic directions as related to priorities. Expand conversations for pilot approaches for hiring the mission and develop approaches for leadership development in the mission.

The only staff question for Dr. Shaller was, “What happens if not given a favorable review” ? Dr. Shaller explained that is just not the norm overall and that SLU’s review was one of the most positive. She pointed out that Wheeling Jesuit University recently lost their Jesuit status and that it was a truly sad day for all Jesuit institutions and Wheeling most likely will close due to financial issues. (Handout attached)

**Presenter:** Matt Sullivan, Director of Disability Services  
**Topic:** Update on the Grassroots Working Committee’s Office of the Ombuds Proposal.

For those who do not know, the Grassroots Working Group was formed after a third university climate survey continued to have trends indicating gaps with SLU’s ability to create an environment of trust, respect and overall work satisfaction for a significant portion of university employees.

One of the group’s current proposals is calling for the formation of an Office of the Ombuds at SLU to serve as an independent, impartial, confidential and informal service for the university community that seeks to encourage dialogue, promote trust, and empower employees to seek overall workplace fulfillment.

Reasons to visit the ombudsperson include but are not limited to interpersonal conflicts, administrative roadblocks, disciplinary actions, policies and practices, abrasive conduct, incivility or problematic behavior. Other items would be unfair treatment, harassment or discrimination, bullying, threats of retaliation and work-life balance.
An Ombudsperson CAN, provide a safe place, listen, help evaluate options, gather info, assist in facilitating conversations, make referrals, track trends, suggest constructive process, provide conflict resolution, promote fairness and equity.

The Ombudsperson CANNOT, maintain records, take sides or advocate for any group or the university, make decisions, offer legal advice, provide psychological counseling, establish, change or set aside policy, accept formal complaints or serve an agent of notice for SLU, replace formal process of SLU, conduct investigation, adjudicate or arbitrate, or agree to serve as witness.

Currently, the members of the Grassroots group are taking the Ombuds proposal on a meeting roadshow to gain support and get the message out to staff and faculty across the university. The plan is to ask for the position to be funded in FY21. The committee thought their best effort would not be to rush this effort for FY20 budgeting. For more information please see attached handout.

**Final Comments from Chair Cyn Wise:**

Cyn announced a call to vote to change the start time for the south campus SAC meetings to start at 12:00 PM; the same as the north location meetings.

**Open Floor for Questions:**

Can the SLU STARS program be re-initiated? With HR Staff slashed it has been discontinued and that perhaps it could be once a year vs. quarterly. It was a tangible morale lifting item that has disappeared.

Is SAC changing its name? It is not, but the new bi-laws are being tweaked by general counsel for final approval. Once the membership votes, if approved, SAC will be an independent council committee no longer over seen by Human Resources. Cyn was to present this at the May Board of Trustees however, has been pushed to the fall meeting because the focus of the May meeting will now be the budget and SLUCare and its financial difficulties.

**Next Meeting SAC Year END BBQ**
Thursday, May 23, 2019
North Campus: Center for Global Citizenship
11:30-1:30 PM
**Bring a Friend!**

**Meeting adjourned at 1:05 PM.**
What to Expect from the Office of the Ombuds

The ombudsperson will listen to your concerns, help you thinking through your situation, and, together with you, identify and evaluate possible options for moving forward. At all times, you retain control over how your concern will be addressed. Whether as a first step, a last resort, or somewhere in between, the ombudsperson is here to help. No problem is too big or too small.¹

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<tr>
<th>Reasons to visit the ombudsperson include, but not limited to:</th>
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<td>• Interpersonal conflicts</td>
<td>• Provide a safe place to discuss issues and surface concerns</td>
<td>• Maintain records</td>
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<td>• Administrative roadblocks</td>
<td>• Listen</td>
<td>• Take sides or advocate for any individual, group, or the university</td>
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<td>• Disciplinary actions</td>
<td>• Help think through and evaluate possible options</td>
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<td>• Performance appraisals</td>
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<td>• Gather relevant information from other resources</td>
<td>• Provide psychological counseling</td>
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<td>• Ethical dilemmas</td>
<td>• Assist in preparing for an important conversation</td>
<td>• Establish, change, or set aside policies</td>
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<td>• Compensation, benefits, retirement</td>
<td>• Facilitate conversations between two or more people</td>
<td>• Accept formal complaints or serve as an agent of notice for Saint Louis University</td>
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<td>• Abrasive conduct, incivility, or problematic behavior</td>
<td>• Make referrals to other campus resources</td>
<td>• Replace any formal process of the university</td>
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<td>• Career questions</td>
<td>• Track trends</td>
<td>• Conduct investigations, adjudicate or arbitrate any dispute</td>
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<td>• Unfair treatment</td>
<td>• Recommend policy changes when appropriate</td>
<td>• Agree to serve as a witness in any administrative or legal proceedings at Saint Louis University or elsewhere</td>
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<td>• Harassment or discrimination</td>
<td>• Suggest constructive processes for addressing challenging issues</td>
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<td>• Health and Safety</td>
<td>• Provides tailored conflict resolution education and training</td>
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<td>• Threats of retaliation</td>
<td>• Promote fairness and equity</td>
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<td>• Work-life balance</td>
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<td>¹ Adapted from the Washington University, Saint Louis Office of the Ombuds Brochure</td>
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Institutional Mission Priority
Examen - UPDATE

Staff Advisory Council Presentation
April 2019
August 6, held “Examen” with Archbishop Carlson

Conducted more than 30 events with more than 800 participants (Board, faculty, staff, students, parents/partners)

18 person committee conducting analysis

Identifying key “hopes and aspirations” to improve commitment to Mission and Identity

4 person external committee, visit: February 24 through 26, 2019

External Committee met with over 150 people

Report provides insights, direction and wisdom

Next steps are to develop strategies
1. Saint Louis University and the students, staff and faculty who work, grow and learn here, are deeply committed to the local region through service and social justice.

2. The Jesuit Catholic identity of Saint Louis University pervades the culture as evidenced through the articulated commitment in the mission, the newly approved Core learning outcomes, the numerous programmatic and curricular offerings, and rich liturgical life.

3. Saint Louis University engages deeply with social justice questions related to diversity and inclusion. Commitment of Service by all members of the community to the larger St. Louis region and beyond.

4. The Saint Louis University community appreciates the active participation of the Jesuit community more than words can tell. The priests, brothers and scholastics of the Society of Jesus share fully in the life of the university.
Identity Formation in the Mission
Identity Formation in the Mission Priorities

Localizing Formation in the Mission
- Outreach to teams, departments, and units
- Reintroduction of “Shared Vision: Jesuit Spirit in Education”
- Expand Mission focused orientation for employees

Hiring for Mission
- Expand discussions to engage thinkers and leaders re: Hiring for Mission
- Formulate approaches to support leaders

University Leadership Formation for Mission
- Develop a formation program focused on leaders
- Expand and translate resource to local Catholic partners

Student Formation for Discernment
- Expand focus on reflection on community engagement in curricular and co-curricular settings
- Expand preparation for discernment
Even in this time of fiscal austerity, additional resources will be required for the institutionalization of necessary support for mission-focused personnel, structures and programs. “For a school of Saint Louis University’s scope and depth, such a formal structure...is crucial.”

- Developing ownership for mission beyond the Jesuit community or the Office for Mission
- Develop structures and programs that foster interest broadly and develop its sophistication
- Increase the attractiveness of “opting-in”
- Current efforts
  - Underfunded
  - Scatter-shot
  - Confined to pockets of interest
  - Dependent on spontaneous bursts of goodwill
  - Require a more comprehensive framework
Priority #2: Hiring for Mission

Given our prioritization on social justice and community engagement, “hiring for mission” and “hiring for diversity” should be intertwined objectives.

- Will often mean that candidates are sought who are open to the Jesuit Catholic mission but not necessarily conversant in its values and perspectives at the time of hire.

- Hiring for mission is best done by those who are 1) deeply formed in the mission and 2) who have some sophistication about how mission functions and the many ways in which “openness to mission” might present.

- Hiring for mission and diversity:
  - Has no easy solution
  - Cannot be accomplished with the addition of a few guidelines
  - Not simply choosing employees
  - Requires shaping the culture these employees will be as they interview, join and grow in the professional lives.

- The place of mission in the evaluation of staff, administration and faculty must be clearly articulated

- The burden of the “cultural taxation” that is placed on faculty and staff of color must be recognized and acknowledged in evaluations

- Key to an effective hiring for mission and diversity process is its illustration in the upper ranks of leadership.
Priority #3: University Leadership Formation for Mission

The need for this formation was expressed at all levels. Should be deeper, more sustained process of mission formation would enable leaders to perform their duties on behalf of SLU especially effectively and with stronger ties to the institutions students and employees.

• Not a strong sense, among the leaders, that mission extends well beyond an affirmation of good will, a welcoming attitude toward faith and a commitment to service

• Should include:
  • Knowledge of the intellectual breadth of the Catholic tradition
  • Formation in the depth of Ignatian reflection and discernment
  • Familiarity with the language of Jesuit mission

• Must be more intentional

• Should include senior leaders and Board of Trustees
  • The case for trustee formation should be made now!
Mission Priority #4: Student Formation for Discernment

- Saint Louis University is blessed with a lively, curious, service-oriented student body. Both undergraduate and graduate populations can benefit from the reflection opportunities presented by good educators and mentors. Discernment is the hallmark of a mature reflective process, nurtured by Ignatian pedagogy.

- The habit of reflections lays the groundwork for the discernment that leads to life choices guided by a well-developed sense of *magis*.

- Should be openly represented in the Core Curriculum and partnered with student life programs.