



Staff Advisory Committee **Saint Louis University**

Meeting Minutes for Thursday, January 20, 2022
Zoom – 12:00-1:15 pm

Members & Guests Present:

Adrienne McCarthy	Jennifer Semsar	Matt Campbell
Alexis Bruce-Staudt	Jennifer van Driest	Matthew Krob
Allise Davis	Jill Newman	Matthew Olwig
Alyssa Jennings	Jim House	Megan Vonderheid
Amelia Arnold	Jonia Jones	Michael Augustine
Andrea Flynn	Judith Buncher	Michael Lucido
Beth Masters	Judith Pierce	Mickey Luna
Cathy Baumann	Julie King	Mindy Lewis
Cathy Cooke	Julie Miller	Missi White-Luster
Christopher Grabau	Justin Smith	Nancy Childrey
Colleen Schneider	Kalen Reichert	Nicole Mispagel
Courtney Neal	Karen Reyes	Pamela Jackson
David Heimbarger	Kasi Williamson	Patricia McQueen
David Suwalsky	Kat Dortch	Patricia Osmack
Dawn Schwartz	Kathie Dingley	Rachel Young
Delia King	Kathy Neuner	Renne Rakers
Denise Parker	Kathy Schaab	Rhonda Arl
Diane Goebel	Katie Knuckles	Riley Coyle
Dominic Dowdy-Windsor	Kellie Dalton	Robert McNair
Donna Neely	Kelly Goersch	Sandy Gambill
Ellen Weis	Kelly Paladin	Sara Bauman
Emily Francis	Krista Karwoski-Siebert	Sara Rae Womack
Eric Miller	Kristin Hrasky	Sarah Cunningham
Eric Royer	Kristina Bryan	Sharon Spicer
Erica Lauriello	Kyle Collins	Shawnee Magparangalan
Erin Schmidt	Lana Kelly Hilliard	Sheila Byers
Esmeralda Aharon	Libby Gallogly	Sherry Ashford
Felicia Powell	Linda Gwinn	Steven Tinge
Fred Pestello	Lora Mueller	Sue Stevens
Ginger Adkins	Maisha Flannel	Susan Ganey
Heather Brock	Marc Kinnear	Tabitha Robinson
Heidi Moore	Mary Cook	Terri Rebmann
Hillary Daniel	Mary Drexl	Toni Dean
Jenna Rikard	Mary Krieg	Virginia Herbers
Jennifer Elwyn	Mary Lou Pereira	Wendy Schlesinger

Call to Order 12:00 and Reflection: Sue Stevens called the meeting to order and as a reflection, used a quote from Jon Gordon.

Reflection: by Jon Gordon

“Every day focus on your purpose. Remember why you do what you do. We don’t get burned out because of what we do. We get burned out because we forget why we do it.”

Minutes: Minutes from the December 14, 2021, meeting were approved.

Monthly Spotlight 1: President Pestello’s Annual Meeting with the Staff “Your Questions Answered”

- Opening remarks and President’s Report
 - Gratitude for staff work to keep the University running in person for the students
 - He noted that the update is the same as that given to the board of trustees and the faculty senate.
 - Updates:
 - HLC review
 - meeting held in the fall semester
 - Review appears to have gone well
 - The initial draft has been shared with the University
 - The expectation is to be reaccredited for another 10 years
 - “The institution’s successful response to COVID-19 shows how sound planning, operational surpluses, budgeted contingencies, stable technology platforms, well-managed deferred maintenance, ongoing faculty and staff development, and the capacity to adjust to evolving external factors combine to assure success.”
 - Mission Updates and various meetings
 - October meeting with our archbishop, college presidents, and their respective bishops for the HEWG of the USCCB
 - Purpose of the meeting was to discuss the shifts of the younger generation around organized religion
 - The archbishop is pleased with how SLU is living the mission
 - November trip to Washington, D.C. and to meet with our apostolic nuncio, Archbishop Kristoff Pierre
 - Very interested in what we are doing at SLU
 - Search Updates
 - VP of Marketing Jeff Fowler is retiring in May
 - Search Committee will be chaired by Interim Dean LaVoie
 - First formal President’s Report
 - Purpose is to spread our good news more aggressively
 - SLU is known for being too humble
 - Reviewed PDF of the President’s Report
 - https://www.slu.edu/about/leadership/docs/2021_presidents_report.pdf
 - A copy will be sent to all employees
 - Questions from SAC membership
 - Attendees
 - President Pestello
 - VP & CFO David Heimbürger
 - CIO Kyle Collins
 - VP David Suwalsky, SJ

- VP Mickey Luna
 - VP Michael Lucido
 - VP Sarah Cunningham
 - Chief of Staff Matt Davis, Provost's Office
 - Dr. Terri Rebmann
- *Some member questions were very similar in nature and were combined into the same category (i.e. questions about the retirement match or booster requirement).*
 - Recently it has been suggested that a COVID booster should be taken to ensure our overall safety at the University. I have had both vaccines in April and May 2021, but still got COVID in August 2021. Recently I decided to wait on the booster given the high count of antibodies from my recent blood test. I also had a recent exposure to COVID, but I tested negative, so it must be working. Will you be mandating this, even if we already have the antibodies in our blood? I'm worried about the potential overload in my system which could cause me more harm than good. Why isn't the university, or anyone for that matter, taking into account natural immunity to covid? We know natural immunity covers a broader immune system response and future protection from a virus than a vaccine does, so why doesn't this count? Why are we mandating one sized fits all medicine that isn't fully approved, with safety studies ongoing? What studies support vaccinating those with natural immunity?
 - President Pestello and Dr. Terri Rebmann addressed this
 - SLU is requiring a booster. SLU is not accepting antibody tests at this time in lieu of the booster dose requirement. We don't have a standardized antibody test to measure natural immunity at this time. If it is developed in the future, we might consider incorporating it into our protocols. The length of time that natural immunity lasts after COVID-19 infection isn't definitively known yet. Preliminary information shows that reinfection could occur more quickly with Omicron. According to the CDC and according to our policy, you can receive a booster dose immediately after recovering from illness or after you are out of isolation.
 - With the ongoing rise in COVID 19 cases locally, will there be any additional safety protocols or policies regarding gatherings on campus?
 - President Pestello, Dr. Terri Rebmann, & VP Sarah Cunningham addressed this
 - Referred to recent University messaging
 - Our goal is to expand what is available when it is safe
 - New guidelines will be shared very soon
 - Are there any plans to re-instate staff salary increases, other than cost-of-living? When will our retirement match be restored to the full 10%?
 - President Pestello & VP David Heimburger addressed
 - Originally the Board did not want to increase past 6% match as of last May
 - Due to our performance and our success, we argued for (and the Board agreed to) an increase up to 8% that began in January for this year

- The Board is evaluating the match against the private sector and higher education
 - Heimbürger gave context for how enrollment may effect the ability to turn on the match and compensation back to pre-pandemic levels
- Are there plans for a retirement incentive program for staff in 2022? (Voluntary Early Retirement Program)
 - President Pestello, VP David Heimbürger, VP Mickey Luna addressed
 - No plans to utilize this
 - Difficult to retain and hire in some cases
 - Do not want to hurt our performance by having a gap in staffing
 - The incentive is most effective when we have too many employees and we are not in that situation, so this doesn't make sense.
 - Discussed job market challenges and turnover
 - Implemented a flexible work arrangement policy in the interim
 - Finding a balance between being together and being flexible for remote work to help with retention
 - Discussed recruitment and employment development initiatives
 - Do you have an update on Humphreys? Who the new owners are and when will it open?
 - President Pestello and VP Michael Lucido addressed
 - Planned opening in Spring 2022
 - Owners previously owned and managed other pubs
 - SLU has very generous paid time off (PTO) policies for many things including vacation, illness, and the birth or adoption of a child. But when a staff member experiences the death of a family member they are only given three days to deal with this devastating and life altering event. In the spirit of SLU's Jesuit values would the university be willing to look at changing this policy to include more paid time off?
 - VP Mickey Luna and VP David Heimbürger addressed
 - SLU is continuing to evaluate PTO
 - Because of the significant amount of other types of PTO, we've found that most people are able to use enough of their existing PTO to take care of their needs during these tragic events.
 - Would you consider reducing the parking charge for employees who are working on campus five days a week? Those employees working remotely do not incur the same travel and parking expenses as those who are required to work on site full time. Or as an alternative as the health insurance charges are reduced for those earning less than a set amount; perhaps the parking charges could be based on income level. Those compensated on the upper end of the pay scale would be charged more for parking than those on the lower ends.
 - VP David Heimbürger and VP Michael Lucido addressed this
 - We hesitate to make this change when this is still an interim arrangement.
 - Similar to the health insurance benefit, employees below that

same threshold receives a subsidy annually toward parking or metro passes.

- As indicated on SLU's website, the university currently uses an FY19 salary schedule. Will this schedule be updated to reflect the current market?
 - VP Mickey Luna addressed this
 - Initiating a Staff Market Compensation Study
 - Reinstated merit increases
 - Interviewing consulting firms to help with the study
- *What recourse does a staff member have if the flex time request submitted to their supervisor is ignored? Not denied or accepted, just no response.*
 - *We did not have time to address this question during the meeting and Sue Stevens will see if we can have an answer in time for next month's SAC meeting.*
- VP Father Suwalsky gave a blessing at the end of the meeting

Announcements & Resources:

- HR Bulletin
 - Verify 2022 Open enrollment elections
 - HSA Contribution Limit Increases
 - Workday Learning
- Skillsoft
 - Microsoft Teams
- Fresh Gatherings is now open the Educational Union on the Med Campus. The barista is serving up drinks and there is a variety of cash and carry foods.

Next Meeting:

- Thursday, February 17, 2022
- 12:00 – 1:15 pm
- Zoom Webinar

Adjournment: Sue Stevens at 1:02 P.M.

Staff Advisory Committees and Representatives – 2021 - 2022

- **Staff Advisory Executive Committee**

Chair – Sue Stevens

Chair Elect – Judi Buncher

Recording Secretary – Kristin Hrasky

Corresponding Secretary – Patricia McQueen

Membership Coordinator – Rachel Young

Treasurer – Rhonda Arl

- **Staff Advisory Sub-Committees**

By-Laws Committee – Sue Stevens

Service/Events Committee

- Food Truck Rally – Stacy Mack

- **University Committees**

Campus Recreation Advisory Committee – Robert Pampel

Diversity & Community Engagement

- Jennifer van Driest
- Kat Dortch
- Michael Augustine
- Jonia Jones
- Katia Goodman
- Erica McBride
- Shontae Williams
- Dominic Dowdy-Windsor
- Robert Pampel
- Emily Wartick
- Christopher Grabau
- Xtina Butler

HLC Re-Accreditation Steering Committee – Rachel Young

Honorary Degrees & Special Recognition Committee – vacant

Medical Ad Hoc – Sue Stevens

Operational Excellence – Project Review Committee – Alexis Bruce-Staudt

Policy Review Committee – Missi White-Luster

Parking Issues – Matt Campbell

President's Diversity Council – Pamela Jackson

Speech, Expression and Civil Discourse Committee – Anne Imlay, Bob McNair

Tobacco Free Workforce – Ellen Weis

University Leadership Council – Sue Stevens

- **Board of Trustee Committees**

Academic Affairs – Sharon Spicer

Business & Administration – Sue Stevens

Development – Kristin Hrasky

Marketing and Branding – Patricia McQueen

Mission and Identity – Christine Luebbert