Staff Advisory Committee  
Saint Louis University  
Meeting Minutes for Thursday August 27, 2020  
VIA ZOOM

Members Present:
Sherry Ashford, Kathy Barbeau, Sara Bauman, Debra Blanquart, Karen Bolinger, Heather Brock, Edith Brown, Alexis Bruce-Staudt, Kristina Bryan, Judi Buncher, Christina Butler, Sheila Byers, Judy Colyott, Mary Cook, Kellie Dalton, Lauren Davis, Toni Dean, Debbie Dill Garvin, Catherine Donaldson, Kathryn Dortch, Mary Drexel, Loretta Edwards, Jennifer Elwyn, Jenni Franey, Tonya Gallina, Sandy Gambill, Susan Ganey, Jan Gannon, Peter Garvin, Lynda Hetlage, Pat Hoffarth, Kristin Hrasky, Anne Imlay, Trevor Juenger, Cheryl Kaufman, Delia King, Mindy Lewis, Kathleen Linnenbrink, Beth Masters, Adrienne McCarthy, Patricia McQueen, Allese McVay, Eric Miller, Deanna Miller, Kirsten Miller, Heidi Moore, Donna Neely, Jennifer Oppermann, Zach Pudlowski, Colleen Schneider, Lori Schultz, Dawn Schwartz, Lizzie Sextro, Evelyn Shields, Sharon Spicer, Sue Stevens, Ian Taylor, Susan Torretta, Tonya Vernon, Ellen Weis, Marcia Weis, Rachel Young 

Guests:
Daniel Blash, Nancy Childrey, JoAnn Filla-Taylor, Sherry Hahn, Emma Hundermark, Summer Mattina, Thomas Patterson, Judy Pierce, Barb Valentine, Regina Walton, Linghua Xiao

Call to Order 12:00 and Reflection:
From Mya Angelou “It’s time for parents to teach young people early on that in diversity there is beauty and there is strength”

Approval of minutes:
April minutes done in May (discussion meeting only)

Announcements:
All SAC meeting this year will be held via Zoom.

For more information on diversity and inclusion there was an email sent to SAC members. The first “Navigating White Spaces: Personal and Professional Dialogue” will be held Aug. 27th at 12:30.

Every year, a member of the Staff Advisory Committee is awarded the Joyce Huelsmann Outstanding SAC Member Award. 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 a 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.

The Academic Year 2020 recipient is Kristin Hrasky.

Kristin is the corresponding secretary in 2019 and again in 2020. She has been very active in SAC, her professionalism and organizational skills have increased SAC efficiency of communication and membership. Kristin is good at technology and keeping information up to date. She pivoted quickly when meeting went 100% online. Sue thanked Kristin for her skills, appreciates her commitment to SAC and asked everyone to give a round of applause that is well deserved.
Please look at the HR bulletin, Childcare and Family resources are listed for information on how to handle the virtual school year. Skillsoft has training recommended by Sue ‘Facing Virtual Team Challenges’, ‘Contributing as a Virtual Team Member’, ‘Bridging the Diversity Gap’ and ‘Your Role in Workplace Diversity’.

**Monthly Spotlight: Dr. Daniel L. Blash**

Introduction given by Sue: Dr. Daniel Blash is the Vice Dean for Diversity, Equity and Inclusion, Chief Diversity Officer for the School of Medicine and he also serves as an adjunct associate professor of psychiatry.

Prior to joining SLU, Dr. Blash served as the assistant dean of diversity and inclusion at Washington University School of Medicine. Dr. Blash holds a bachelor of arts degree in psychology, a master’s degree in counseling and a PhD in marriage and family therapy. He is a decorated combat veteran of the United States Army. Dr. Blash is a long-time St. Louis resident, an experienced educator with a proven track record of advocacy, diversity and inclusion. He has been a counselor for nearly 2 decades, and his doctoral research focuses on the role of religion and spirituality among underrepresented minorities in the academic environment. He was the writer and/or co-writer of two successful grant initiatives, resulting in 3 diversity and inclusion programs targeting underrepresented minority students. He is the founder of Blash Counseling Associates, a leading counseling agency in the inner city of Old North St. Louis. The agency bridges the gap between mental health and St. Louis’s underrepresented minority communities as well as back packs and school supplies to over 100 students in the area. Dr. Blash speaks conversation German and American Sign Language. He has given presentations and lectures in over 30 states and five countries.

Dr. Blash began by stating in a recent conversation with the dean, they both agreed they never wanted to come out of gate claiming to know everything, or as an institution we are the most diverse and equitable on the planet. A document (shared with the group) describing an exclusive organization, rated at a 1, to a fully inclusive organization, rated as a 6. Currently SLU is a 2 or 2.5. Dr. Blash is hopeful SLU will move up in the chart.

Dr. Blash then shared his ‘sales pitch’ for joining diversity equity and inclusion. He was asked his opinion, but he felt he didn’t know more than his colleagues, and began to ask himself questions about how people felt on campus. As people are on campus longer, how are they valued and how are new employees valued on campus according to age? Accessibility for the able bodied and those who aren’t able bodied, are those needs being met? What is the climate like on campus (awful/oppressive)? Everyone on campus is attempted to be considered and weaknesses in certain groups are attempted to be identified. Dr. Blash stated that for the past 100 years St. Louis diversity has been 97% black or white, a very unique trait. He also brought up the Delmar divide for income level. Dr. Blash wants to be told if someone isn’t being included, if his office is missing something, they need to be told. Dr. Blash had training, including a diversity piece at the beginning of every school year. This training was offensive because it was an agenda, not a conversation that included the opinion of the people involved. This training helped shape Dr. Blash’s plan in future training sessions that he could control.

Dr. Blash continued to share his presentation Powerpoint with a slide titled: What’s the Catch. Dr. Blash shared four bullet points of ideals that are not optional for the SLU community to agree with. They were: - We value each other’ work and our roles – We recognize and value our differences as well as our similarities – We empower ourselves and others – We encourage team work. Diversity, equity and inclusion is a continuum, and everyone can find their place in that continuum.

The 6 areas of focus for Dr. Blash are students, residents and fellows, staff, faculty, dean’s suite and executive leaders, and community engagement. Again, if a group is missing Dr. Blash would like to be
Dr. Blash pointed out that staff are important, often overlooked and has hired a manager for staff and community engagement; she starts in October. DEI at SLUSOM: Dr. Blash briefly show this slide, it will be gone over more thoroughly after October.

A Diversity Quiz was given by Dr. Blash. 1. True or False: It is a known fact that ethnic racial minorities do not receive the same level of quality healthcare as non-minority Americans. However, when the playing field is level this disparity largely disappears. Answer: False. Disparities exist. A 2016 survey showed that a quarter of medical students think that black people have thicker skin and less sensitive nerve endings. Medical schools aren’t teaching these falsehoods, but aren’t teaching against them. Recently, SLU students complained there were no modeling of diseased skin in black or brown skin in dermatology rotations. 2. Most people living beneath the poverty line in the US are: Caucasian, African American, Hispanic, native American, Asian American. Answer: Caucasian. This is an aggregate question; Caucasians are the largest population and the poverty is an aggregate of this large population. Dr. Blash added that rural Caucasian Americans are underserved because they cannot get grants to address health care issues. 3. In the U.S. women purchase what percentage of all products and services: Answer: 82%. Dr. Blash’s colleagues in pediatrics tell him this is about the same level that women make healthcare decisions for the family. 4. What is currently the largest of these minority group in America? African American, Members of the LBGTQIA+ community, people living with disabilities, Asian Americans. Answer: people living with disabilities. The mental health arena is growing qualifying more people as disabled.

Next slide: Why talk about diversity and inclusion? Because the landscape is changing. This slide showed a map of the U.S. and year by year the map changes showing more diverse areas. This changes and is important because young people flock to areas that are more diverse and this relates to recruitment and retention in the work force. Also, where people want to grow and raise families. The map shifts, but St. Louis hasn’t changed in 100 years.

Next slide: The Changing Face of the Workforce. Generally aged 25-64; young and old alike should be valued for their skill set. A computer model showed that the white workforce will decline by 25% and Hispanics will double and the Hispanic portion will almost triple in the next 40 years in the United States. Business’s will do well to look at the future populations coming into the workforce.

Next slide: Potential Challenges of Diversity: Challenges of difference in language, beliefs and behaviors leading to misunderstandings and hurt feelings can be navigated by communication, group dynamics, problem solving, decision making and value systems. A big challenge is the age difference in workers, the older group does not have the same mindset as a younger generation.

Next slide: Potential Advantages of Diversity: enhanced work processes, a diverse workforce helping in the fight to decrease healthcare disparity.


Next slide: Leveraging Diversity. Research says if there is a homogenous team they will be fantastic ‘in a box’ but consistent and average. If a team is diverse, but not inclusive, they perform poorly. Diverse teams that have been trained to work together they perform the best. The diverse skill set gives the team advantages.

Next slide: Expanding the Case for Diversity: In 2012 and NIH internal study showed lack of diversity, now they basically state, according to Dr. Blash, if you do not have diversity and aren’t inclusive you won’t get grant money.

Next Slide: Climate of Mutual Respect in the Workplace: same 4 statements as ‘What’s the Catch’ slide. These statements are what Dr. Blash wants implemented as we move forward as stronger teams and then
begin step 2: Unconscious Bias.

Next Dr. Blash shared a video. Sound was lost for a few seconds at the beginning and end of the video as Dr. Blash was on mute. The video was from Youtube entitled: “Don’t Put People in Boxes”.
https://www.youtube.com/watch?v=zRwt25M5nGw

Dr. Blash concluded with a slide of his contact information

(Office of Diversity and Inclusion
1402 South Grand Blvd.
Schwitalla Hall, Room M257
St. Louis, MO 63104
314-977-7564
ODEI@health.slu.edu)

and looks forward to meeting with SAC again.

Questions:

1. Will there be a continuous implicit bias training available out of HR in the near future or will Dr. Blash be available to conduct his workshops at other schools within the university? Answer: HR does not provide training but Dr. Blash’s office does provide that training. Step 1 is today’s training: Awareness. Step 2 is Understanding about unconscious bias to Step 3 Commitment which is about speaking up if you hear something that is belittling, Step 4 Action about making out work environment more diverse and inclusive. There are another 8 available.

2. Will a copy of Dr. Blash’s Powerpoint be sent to the membership and is the a listserve for anything offered by Dr. Blash? Answer: yes, in the future, but not right now, probably by the end of the year.

3. Are there programs being considered for those in the SLU white community to understand privilege, supremacy, development of social construct, similar to the YMCA’s Witnessing to Whiteness? Dr. Blash has a 6-page document of initiatives. Witnessing to Whiteness is on this initiative, they are waiting for better trained staff with better language to present it.

Dr. Blash considers diversity training important work so that all groups can rise together and none are pushed down as they all rise up together.

4. Alumni webinars are offered, are staff and faculty going to get these opportunities too? Answer: Yes, the target is staff and faculty. The link was shared with SAC for an upcoming webinar.

Dr. Blash thanked Sue for the invitation and left the meeting.

Sue said announcements and wished everyone a blessed and safe day before logging off Zoom.

Next Meeting: Thursday, September 17th, 2020
12:00 – 1:15 PM
Steve Sanchez: Reaccreditation of the University
Kim Watts: Telehealth information & new Center for Specialized Medicine

Adjournment: By Sue Stevens at 1:11 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

Staff Advisory Executive Committee
Chair – Sue Stevens
Past Chair – vacant
Recording Secretary - Jenni Franey
Corresponding Secretary – Kristin Hrasky
Membership Coordinator – Rachel Young
Treasurer – Kathy Barbeau

Staff Advisory Sub-Committees
By-Laws Committee – Kathy Barbeau, Sue Stevens, Rita Stites
Service/Events Committee
- Food Truck Rally – Stacy Mack

University Committees
Campus Recreation Advisory Committee – Robert Pampel
Grassroots Working Committee – vacant
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
Workday Transition Committee – vacant

Board of Trustee Committees
Academic Affairs – Sharon Spicer, Yr. 1
Business & Administration – Sue Stevens, Yr. 1
Development – Rhonda Arl, Yr. 2
Marketing and Branding – Kristin Hrasky, Yr. 2
Mission and Identity – Christine Luebbert, Yr. 1
Members and Guests Present:


Call to Order 12:02 and Reflection:
Thank you all for joining us. Our reflection for today is from Joshua Marine “Changes are what make life interesting and overcoming them is what makes life meaningful”.

Approval of minutes:
Approved

Announcements/ Q & A:
We have a few announcements next month’s Spotlight will be Libby Gallogly from human resources to give us a benefits update for what we can expect in the upcoming calendar year. Open enrollment this year is going to be October 21 through November 6. Just a reminder that tuition exchange and FACHEX application deadlines are due October 1. If that's something that you're interested in, please make sure that you're aware of those deadlines.
Also, if you look at the HR bulletin you've probably heard about the payroll tax deferrals on the news, the HR bulletin talks about that.
They also have a guide to remote working in the HR bulletin that's something else you might be interested in. (https://sites.google.com/slu.edu/new-oneslu-community/home) And they also are recommending Skillsoft, that's “Leading Virtual Teams”. Those are all very good useful resources.
Any other questions that we can answer for you today, or any other topics that you want to discuss in the upcoming meetings?

Did we get volunteers for the daycare interview?

Yes, I have. But if you're still interested, let me know we've actually had a really good response so, not everyone will be able to participate.

Will HR talk about the screening?

I'm assuming you mean the biometric screening. It's my understanding that they will be discussing that as well.

What does the daycare option mean is SLU getting a daycare?
I don't know the answer to that question.
All I know is we got a request for volunteers to help screen daycares. I know that Dr. Pestello has said previously, that it takes a lot of time and a lot of work, and a lot of money to have a daycare on campus. I'm sure you're all aware there's a lot of regulations that go into daycare. Libby asked for volunteers didn't
really articulate what was happening with that committee.

Are we going to recruit for the open positions for grassroots working committee and the workday transition committee, are those committees still in existence?

I'm not sure if those committees are still in existence. Is anyone in the audience aware?

Heidi Moore & Sue: I think it was disbanded although not formally. Amy Russell and Scott Bambrick are the main contacts. They were working on a proposal for an ombudsman. They are not, Amy stepped down. Sherrie Anderson was working on it. So it might be something that we can ask other people and see if there is anything that's actually going on with the grassroots effort and get back to everybody next month.

Have you heard anything definitive or not about flu shots?

Sue: I'm assuming that they will end up having to do flu shots because it's mandatory for the practice, as far as I know they will be doing those soon.

Sue: There other topics that you all want to hear about. During the SAC meetings, always open for suggestions. One thing that has been suggested to help grow the membership base is that we actually go to the different colleges and do listening sessions. So we can hear what you're all thinking.

Any more questions?

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Any more questions?

It would be nice to know that some of the things... have rewards tied to them, regular employee evaluations this year were completed knowing that we will not be getting any raises.

I think actually the raise performance appraisals were finished before they realized that we weren't getting any increases I think that's all been a part of COVID unfortunately. It's hard to say if they're going to know by the time our performance reviews are due, again at the beginning of 2021. I don't know if they're going to know if a merit increase this will be a possibility or not. I haven't heard an enrollment update, you know, originally the university seemed like they were doing better than expected, given COVID as far as the enrollment but I don't have any data on that right now. That should be out within the next couple of weeks.

Questions? Comments, concerns?

Kristin said we're receiving an enrollment update in the next week's marketing and branding committee meeting. I would assume, Kristin that that would be made public in Newslink? She said she'll ask Jeff.

**Monthly Spotlight:** Steven Sanchez and Kim Watts

Steven Sanchez: Thanks for giving me a little bit of time. I think my colleague, Miriam Joseph is also on somewhere here. So Miriam and I are helping co-chair our 10 year, institutional re accreditation process. So many of you know that SLU, as an institution, holistically, is accredited by the Higher Learning Commission, which is one of the major accrediting bodies in the United States. And we're going through what's called a 10 year comprehensive evaluation. And it's going to end up resulting in a site visit from the accrediting body to our campus next November of 2021. And what we're here doing is just giving every folks a little bit of orientation to the work that we're doing and the accreditation process. We will be back probably next spring, with the staff Advisory Council to do another update as to where we're at. This will not be the only visit that the only visit that we have regarding this. I'm just a very, very broad level, the 10 year comprehensive review consists of four basic elements of the first one is a biggie as an assurance
argument or what you might otherwise know as a self study, and the corresponding evidence file. We're going to talk a little bit about that in detail. There's also what's called a federal compliance review, a survey of students. And as I just mentioned, briefly an onsite, campus visit from the accreditation team. We're going to talk about all those things real briefly. That assurance argument is the biggest element. It's the it's a big self-study that's going to enable us to demonstrate that we meet all five of the HLC criteria for accreditation. Now, it says five criteria for accreditation, we're not going to go through those. But if you can imagine one, basically about our fidelity to our mission, one about the quality of our teaching and learning, one about assessment of student learning, one about financial resources, our planning processes, and the integration of those, and another one about integrity of our research operations are general operations, etc. But under each of those five, there are four or five other sub components. It's not five criteria. It's a whole bunch of criteria. And the self-study is our mechanism via which we can present an argument and lots of evidence showing that are that we're meeting those criteria, it'll probably end up being about 125 -130 pages of text. That will include hundreds of web links, screen captures from things, lots of attachments, reports. Everything you can measure; minutes from committees like the Board of Trustees, and some of our curriculum committees, etc, things like that. The criteria are basically the same as what we did the last time we did this was actually not 10, full years ago was actually in our fourth year of that 10-year cycle, so about six years ago, we have they have what's called a mid-cycle assurance review. And we wrote a self-study to what are similar criteria back then. One of the things I wanted to mention that second, the last bullet there says that our self-study has to be really evidence based and evaluative, not just descriptive. The example I often use is that there might be a criterion that we have to show that we have conflict of interest policies in our Board of Trustees, to evidence that we can't just say that we have conflict of interest policies, and that's not enough. What we generally need to do is show examples of those conflict of interest policies inaction. For example, we might have to provide minutes from the Board of Trustees that demonstrate that on a certain date, a conflict of interest issue came up and the conflict of interest policies were invoked and this is what the resolution of that concern was. That's good evidence that we have a policy that we use it and that the policy is working for us. If you can think sort of like a standard of evidence, it's just not enough to show people a policy and say, “Well, look, I've got this, I think I meet your criterion” it’s not that, it's a lot more than that. And then finally, there's an emphasis on systemic and systematic action. When we think about those examples, and things we're going to cite that demonstrate our compliance with these criteria, we're not going to look towards sort of one time one off, things that we did, “Oh, that one year, we did something” while we're there trying to look at ways that all of this good work that we're doing that meets the criteria is embedded, and it's systemic in the institution. It's part of our institutional processes year after year. Those are the kinds of examples that they're looking for, and that we're going to try and provide.

Okay, I said at the outset that in addition to the self-study, or that assurance argument, there's also a federal compliance review. These accrediting bodies, they also kind of serve as subcontractors to the US Department of Education. Think about all of that student loan money that comes to SLU via the students, right, the both of the loan money and the grants that go to our students, and then think about the grants that go to our faculty for all of their research and scholarship. None (most) of those don’t happen without the US Department of Education, and so the US Department of Ed has a pretty keen interest in the quality of our services and our programs, etc. And so, they don't actually want to do the quality control themselves. And they already know that accreditors are doing this kind of quality assurance and improvement work anyway, as a part of regular accreditation. And we've been accredited by the HLC, by the way, since 1916, over 100 years, so it's a little crazy. What the government does is then they just decide, well, let's tag on with these accrediting bodies. Let's use them as subcontractors for us to get answers to certain things we care about, as the US Department of Ed, the list of things you see here, all these bulleted items. These are things that the HLC will investigate about SLU. And do so as a responsibility to the US Department of Ed. Everything from our credit our policies, transfer, student policies, publication of certain student data, financial aid, program, compliance, athletics, compliance, etc. All of that as part of that. I mentioned also that there's a student survey. Before the HLC, and their team, will probably be about four or five people, before they come here in November of 2021. They will have read our assurance argument, and all that evidence and all those links and all of the reports. But they will also have looked through the responses from students who respond to a survey from the HLC. The HLC is going to survey students a couple months prior to our visit. They asked them 15 questions on a pretty standard Likert scale, you know, strongly agree/agree kind of scale. There's also an open text box so all students have the opportunity to weigh in, in whatever way they want. If they want to talk about x, they can talk about x doesn't matter what it is. And I serve as one of those HLC reviewers, peer reviewers for other colleges. And I can tell you that we always read all of all of the student comments and we are very interested in using those because they also typically prompt us to ask
certain questions when we arrive on campus for that site visit. Because we're going to meet with students and everybody else. When that site visit comes, as I said, it's going to be November 15, and 16th of 2021. It's likely they're just coming to our St. Louis campus, but it's possible that they could go to our Madrid campus as well. Our Madrid colleagues have been informed that it'll be a group of about four or five people. Like I said, I'm one of those people who serves on these kinds of committees at other schools. Some of you may know some of these other folks. Tony Breitbach, in athletic training, John Buerck in SPS. Tracy Chapman, the Dean of SPS, Lisa Dorsey, and Doisy college, Mardell Wilson, outgoing Dean, in Doisy college. We're all HLC reviewers. The accrediting body essentially has people like the folks who work here at SLU, whether we're faculty or staff, with some expertise that go out and do this kind of work. So sometimes people think of this sort of big, bad third party accrediting body. The reality is, it's just a peer review process. And all of us are involved or could be involved, many of you could probably be in this. When the HLC team comes in November of 2021, they're going to meet with Board of Trustee members, they're going to meet with President Pestello, the provost, all VP's, deans; they will have meetings, especially set up for faculty, open meetings for any faculty that want to come, meetings for students, they will have meetings for staff, they'll also have meetings with the major committees, oftentimes, like a curriculum committee or leadership, committee, etc. When the team is here, they're seeking confirmation of all that evidence that they saw in that assurance arguments. And they want to find maybe some additional data and conversation with people that provide additional examples of what they've seen in that. How do we go about doing all this work? The prep of the assurance argument, etc. We set up a bunch of committees. These committees have faculty and staff members on them, and I'll show you the membership in a few minutes. But you know, I said there were five criteria major criteria for compliance with the accrediting body requirements. We've set up a committee that is preparing a chapter for each of those criteria We have those committees, five committees, we have a Madrid committee, we have a special federal compliance subcommittee, because it's pretty specialized work. And then we have a steering committee, which is a broad oversight committee includes a couple of dean reps and some others just so that there's broader understanding of what all the work of these folks is going on. We're hoping to hold open fora for campus wide open for next month in October to solicit faculty, staff and student input, anything folks want to tell us that they think we should be highlighting in the study, maybe things that ways they think we are either meeting well, the criteria or maybe not meeting so well, the HLC criteria, that these open for our chance, are one way, we're also going to open up a dedicated email account via which faculty, staff, students, anybody can solicit comments, to help guide all of these teams that are doing this work. We will likely engage the services of couple external consultants and certainly other slim faculty and staff who serve as peer reviewers for HLC, kind of the experts in the in the field, so to speak. And our schedule of process, which you're going to see here in a second and includes some dedicated reviews by the deans, VP’s, Provost, the President, you know, as you might expect, and just to note there at the bottom that says we're leading with and proclaiming our strengths, there's no doubt about it. But we're also going to be pretty forthright in identifying the challenges that we have things that don't go so well or that we struggle to do as well as our plans for addressing those. I can assure you of Miriam and I did this six years ago. We also did it in 2012. We don't sugarcoat things, we don't hide things, because the reality is the HLC reviewers will figure it all out. They'll figure it out from the documentation we provide. They'll figure it out from the students and the staff and the faculty that they meet with when they come to the review. It doesn't do us a whole lot of good to sugarcoat or to hide things. But it is important that when we highlight challenges, we also talk about the recognition of those and what we're currently working on to meet those challenges. Okay, timeline for all this work? Well, we've been doing it for a little bit already. We've already had meetings of our steering committee and our subcommittee meetings are already up and running. One of those things we did was review good assurance arguments from other schools that have recently gone through this process. And of course, we went back and looked at our own work from years ago as well. We've done presentations like this to the ULC, to the CAD, faculty senate, student government and the Board of Trustees, I spoke at the May board trustee meeting and I'll speak again at the December board of trustees to give them an update of where we're at for September 2020. We're here talking to the SAC group and as I mentioned we're going to have some open forum we will look to help first drafts of the assurance argument done by December so we're getting moved going towards the writing stage and like it there'll be a progress report board. Spring we'll do new drafts and we'll share those with some of our consultants that we engage we’ll keep updating groups, by late spring, we should be knocking on SAC’s door again to provide an update again along with SGA, Faculty Senate, all those groups so that everybody's aware of where we're at and everybody can have some input to what we're doing. Eventually, by next summer, we should be starting to wrap things up getting final reviews by the president Provost by mid-August, you're hoping we'd love to submit this by September 15. It's actually not due till October 15. But trying to set things the
schedule up a little bit in advance. And like I said, the visit is actually in November 15, and 16th. And then what will happen after that, it'll probably be four to six months before we fully hear back from the HLC about what their sort of final verdict is on our reaccreditation. Last time, we certainly had a strong response from the HLC. We were fully reaccredited. However, they did cite concerns related to our assessment of student learning. They required us to do like an interim report, which we've done, and that was all completed successfully back in 2018. We'll see what they say after this. Before I go to questions and comments, I mentioned that I had a list of folks who are serving on some of these committees. I mentioned we have a steering committee. These include all the chairs of our subcommittees, as well as a few other folks that you'll see there's a SAC rep: Rachel Young from the Department of Physical Therapy. I think she's on our call today. And then for each of the subcommittees I mentioned that there were a subcommittee three to the five primary criteria. These are the current members of those subcommittees and you'll see faculty and staff throughout even a board of trustee member and we're going to get another board of trustee number for the criterion five committee. Alright, with that I will sort of stop things there and see if folks have questions have anything to discuss here?

What can staff do to help?

Well, certainly, when we get start to advertise the open forum, which we're hoping to hold in October, come out and participate. And of course, when I say come out, I probably mean via distance since I assume that's how things will be at that point, unfortunately, but participated in that. One of the things we'll do when we send that invite out is we will be sharing the HLC criteria. Of course, anybody who wants to look those up or contact me for those, I can always get them to you but we'll send them out and make them available university wide. Looking at those criteria of either in preparation for an open fora question that you might want to raise; comments; but also it just might mean sort of thinking in your own area about how we, what we do and what we don't do, perhaps well. And then and then sharing those concerns with us, like I said, we'll have a dedicated email line that will get out or frankly, you can just call or email any of us who are on the committee's we're happy to discuss any of this. It's a pretty open, transparent process staff can certainly get involved that way. The other actually really important way for them to be involved is to come out and this is a year in advance, but to be part of the site visit we are hoping by then that it is not a virtual site visit, because that's what they're doing this fall for the most part, but being involved in the site visit so when there's a when there are a couple sessions that are scheduled for staff and they're publicized and we'll make a big deal out of publicizing those sessions come and participate. The HLC reviewers, I can tell you, they really do want to hear from folks, as many different folks from different departments and all of that as possible. I'd encourage folks to get involved that way.

Sue: Will you share the HLC criteria details with SAC?

Sure. And in fact, we won't even need to wait until the open fora scheduled. Miriam has provided this information: Here's the link to the criteria: https://www.hlcommission.org/Policies/criteria-and-core-components.html At some point very soon, I'll be adding info re: the 2021 evaluation to the provost's website: https://www.slu.edu/provost/accreditation-compliance/accreditation.php

We do have an accreditation website. And that website also includes all of the information and reports from previous accreditation. So, like I said the criteria the current criteria are not all that different from what they were in 2016. So, you could familiarize yourself with our previous report that we did in 2016, there's a lot that will be similar; a lot will be different too, a lot has changed at the institution since then. But if you sort of want to get a feel for what an assurance argument looks like, and how does SLU respond to that, if you go to our accreditation website, which is on the Provost site, but just look at it you’ll get it. And that'd be a great way to, to get a feel for all of this as well. And it might it might spur some questions for folks amongst the staff, questions or comments about what we should or shouldn't do in this next round that we're that we're currently engaged in.

No other questions.

Sue: Thank you very much for presenting today. All very interesting and hopefully things will go well. We're hoping so we anticipate that they will. But we look forward to everybody's help throughout the campus as we go through this for the next year, pretty hardcore. And with that, Miriam, any other final thoughts?

Miriam: There is another question: Will there be an option to provide feedback anonymously? And yeah, well, we are going to set up an email box. I'm thinking that won't be anonymous, though. Maybe a Qualtrics? form?

Steve: Sure.

Yeah, we can always have a truly anonymous Qualtrics form.

Miriam: Maybe that would be the better way to do it. And just names option of instead of an email box.

Steve: Yeah. Any anybody who wants us to follow up with them, we can do that.
I am fairly new to SLU and SLUCare. I came in April, so the end of April in the middle of all of the COVID hoorah and have really enjoyed my time here so far. One of the things of course I walked into was the opening and the build of the ambulatory care center. The formal name for the ambulatory care center is Center for Specialized Medicine and you'll, you'll hear folks call it CSM, and I had to really retrain my brain because I had gotten so used to calling it the ACC. I had to retrain myself to call it the CSM. There are lots of folks now, even when I say CSM. They don't know what I'm talking about, so trying to get that message out there, of what the formal name is. We had our grand opening August 31. It went really smooth, a lot smoother than I thought it would. Clinics from the doctor's office building, Salus building, ABI and West Pavilion relocated to the CSM. There are no clinics in the DOB at all anymore. It is completely empty except for Walgreens pharmacy, whose contract will end June of 2021 and then there will be nothing in that building. No word on what they're going to do with the building yet. The sleep center is the only clinic remaining in the Salus building. And then, ABI, we don't have any clinics there as well and then HEM/ONC and cancer surgeries remain in the West Pavilion, and that's it as far as on campus. In the CSM, we have four floors, we have the garden level, first, second, and third floor, and we have our ophthalmology and oto, which is ENT on our garden level we call that the sight and sound center. And then we have our orthopedics center and neurology on the first floor. Second floor we have internal medicine and all of those subspecialty departments that are located there, as well as surgery and non-cancer surgery and neurosurgery and Family Care Medicine so it's a very packed on the second floor. It's definitely been a challenge to look at doctors schedules and figure out who's going to be there what days, we're making it work. Third floor we have dermatology also on third floor is the SSM based transplant clinic for GI and abdominal, so we have those on the third floor. One of the good things we have at CSM is registration via Odoro. Odoro is a registration system where folks get reminders on their cell phone, or via text or by email, they can actually go in and pre-register. We also have kiosks for registration on our garden and our first level, where patients can go in and they can register on the actual monitor at the kiosk and we have registration reps there to help them do that. So, versus the old model of where patients, you know would go to the clinic and say I'm here, and register, this has really made the workflow a lot smoother. We haven't rolled out Odoro on all of our clinics. We still have a few to go but it is a vital piece of the CSM and how we're functioning there in regards to efficiency and throughput. You probably saw on the video, some of the exam rooms, they're very large exam rooms. They have the barn style sliding door on one side which is the patient hall where the patients, enter, and then on the opposite side of the room there's a door where the medical assistants nurses and physicians go out that door into their pod. And in the middle of the exam rooms which are on both sides of the pod there's a big central area where everyone sits so that includes our MA’s, our nurses, our physicians, some patient care coordinators, our medical students, and they really have an area there to collaborate on patient care. And in the middle there's even an area for specifically for physicians and medical students and fellows to sit and be able to pull up a patient's x rays/imaging and really look at that and, you know, it just has a really good environment for learning, which is so important. And then also a big thing in the CSM is that our patients have easy access to outpatient testing and hospital services, the outpatient testing and hospital services area is in between the CSM and the actual hospital. And we do have transporters in the CSM that are able to take our patients over so either walk them over. Or if you know they have issues with mobility we can take them right over to get their testing. We also have a really nice cafeteria and a sitting area. On the garden level we have a Starbucks coffee bar which has been extremely popular. This is just some of the SLUCare COVID precautions that we put into place, quite a while ago, but we've also carried them over to this building. I just want everybody to be aware that all faculty and staff have to wear a surgical mask at all times while in a SLUCare building. We do not allow...
our clinic staff in the clinics working with the patients to wear a cloth mask. We require them to wear their surgical mask. We have plexiglass to act as a barrier. Our furniture is placed in our waiting areas to meet social distancing. We have markings on the floor to ensure the social distancing, and then all faculty, staff and patients are screened when they come into the clinic. We're trying to be as cognizant and careful as we possibly can. Patients also are required to wear surgical mask. We do allow them to wear cloth masks because many come in with those and Dr. Kennedy our infectious disease specialist, feels like we're okay with doing that. We are cleaning our waiting rooms in between patients and our common areas more frequently and thoroughly. We're also encouraging our SLUCare patients to take advantage of our virtual visit option, which I'll talk about next.

Prior to COVID, there was no telemedicine at SLUCare clinics. When COVID hit, it was obvious that SLUCare had to figure out something to do to take care of the patients, most importantly, and provide access to care for them. President Trump's emergency declaration allowed CMS to expand the benefit. Prior to the waiver, Medicare only paid for telehealth if the person was living in a designated rural area. And when they would leave their home and go to a clinic hospital, or maybe a psychiatry center to have that service. So, for example, think about Rolla Missouri, rural hospital, rural area, there were some telehealth/telemedicine options there for high risk OB patients where they would go to Phelps Regional Hospital, and they would have a telehealth visit and they would have an ultrasound, where the physician at our clinic could see the ultrasounds and assess the baby and so, things like that where what was paid for. So, by him doing the emergency declaration, it really helped to broaden that access so that they can receive the services they need. They don't have to travel to the health care facility, and we are able to get paid as we would a regular. We really need telehealth, it's the direction that we're going in and consumers really want telehealth. Some benefits of telemedicine are that it improves access for the patients. It improves quality, we can get them in faster and get them managed for folks that have chronic disease processes such as CHF, COPD, diabetes, when they start having issues. It helps us to manage exacerbations quickly reduces hospitalizations, which also affects the hospital's reimbursement for Medicare, depending on the rate of rehospitalizations. It's much, much more convenient for the patient to be able to get on the video call. And then for us as well. It provides a stream of revenue for our physician clinics that helps us to take care of the patients better.

Do you have any questions for me?

Sue: Can you tell people how they can make an appointment?

Kim: Yes, Most of our clinics, go through our central scheduling department The number is 314-977-4440.

Is there any reciprocal parking for SLU parking?
Kim: Parking is an issue. We have the new parking garage, which you know is for patients, but we do have on Vista, 120 spots, that I was able to get SSM to give us for faculty only. Even though you're a SLU employee, you can go and park in the garage and we will validate your ticket so it'll be no more than $2 for you to park, no matter how long you're there. If you want to use valet services you can, it costs $4 for valet to park.

Where are tickets validated?

Kim: When you walk in the front door, there's a desk there for validation and just ask in the clinics if you don't know where to go and they'll direct you. It is really the main entrance there where you would go in on the level where the parking garage is the first floor. The main desk is thereIt's like a customer service desk/information desk and they'll be able to validate those.

Are the telehealth services available to local patients also?

Kim: Yes, they are available to anybody right now. At least until the pandemic is over or CMS changes that and I will tell you too a lot of insurance companies have a lot of them follow CMS recommendations. A lot of them are allowing the telehealth visits as well but yes they are available when you call in, all you need to do is let them know that you would like to do the telehealth visit. Some of them are doing them for new patients as well depending on if it's a specialty or kind of what's going on with your symptoms.

Sue: Okay, well thank you very much Kim it's been very informative. And it's a wonderful building and an opportunity for growing our patient base.
Kim: I agree. Thank you so much, you have a good day.

**Next Meeting:** Thursday, October 15, 2020
12:00 – 1:15 PM

**Adjournment:** By Sue Stevens at 1:02 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

• **Staff Advisory Executive Committee**  
  *Chair* – Sue Stevens  
  *Past Chair* – vacant  
  *Recording Secretary* - Jenni Franey  
  *Corresponding Secretary* – Kristin Hrasky  
  *Membership Coordinator* – Rachel Young  
  *Treasurer* – Kathy Barbeau

• **Staff Advisory Sub-Committees**  
  *By-Laws Committee* – Kathy Barbeau, Sue Stevens, Rita Stites  
  *Service/Events Committee*  
    - Food Truck Rally – Stacy Mack

• **University Committees**  
  *Campus Recreation Advisory Committee* – Robert Pampel  
  *Grassroots Working Committee* – vacant  
  *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  
  *Workday Transition Committee* – vacant

• **Board of Trustee Committees**  
  *Academic Affairs* – Sharon Spicer  
  *Business & Administration* – Sue Stevens  
  *Development* – Rhonda Arl  
  *Marketing and Branding* – Kristin Hrasky  
  *Mission and Identity* – Christine Luebbert
Staff Advisory Committee
Saint Louis University

Meeting Minutes for Thursday October 15, 2020
VIA ZOOM

Members and Guests Present:
Kristin Hrasky, Kathy Barbeau, Sue Stevens, Eric Armbrecht, Rachel Young, Patrick Maloney, Jenni Franey, Libby Gallogly, Sara Bauman, Jennifer Baine, Andrea Flynn, Beth Masters, Julie Miller, Alexis Bruce-Staudt, Sheila Byers, Jan Gannon, Steven Tinge, Emily Bishop, Judi Buncher, Chris Luebbert, Sandra Cornell, James Greathouse, Katie Linnenbrink, Jennifer Oppermann, Patricia McQueen, Peter Garvin, Nancy Young, Sherry Ashford, Kathryn Dortch, Sharon Spicer, Allese McVay, Deborah Jaegers, Heidi Moore, Kellie Dalton, Tammy Grant, Katherine Knuckles, Kathy Wolf, Matt Campbell, Ellen Weis, Riley Coyle, Trevor Juenger, Carie Rakers, Susan Torretta, Ginger Adkins, Cathy Baumann, Colleen Schneider, Patricia Osmack, Adrienne McCarthy, Nancy Childrey, Cheryl Kaufman, Lynn Grimshaw Maitz, Mary Streif, Jeremy Henson, Ian Taylor, Deanna Miller, LouAnn Biermann, Kathy Schaab, Eric Miller, Kathy Neuner, Stacy Godlewski, Rachel Young, Pamela Jackson, Karen Bolinger, Mindy Lewis, Debbie Dill Garvin, Helen McCormack, Cathy Zimmer, Erin Schmidt, Patrick Maloney, Edith Brown, Lizzie Sextro, Loretta Edwards, Mary Ann Barrale, Robert McNair, Rhonda Arl, Jennifer Elwyn, Missi White Luster, Lauren Davis, Christina Butler, Mary Cook, Kristina Bryan, Pat Hoffarth, Debra Blanquart, Hillary Daniel, Sandy Gambill, Mary Drexel, Ebony Naverrete, Delia King

Call to Order 12:00 and Reflection:
“Rivers do not drink their own water; trees do not eat their own fruit; the sun does not shine on itself and flowers do not spread the fragrance for themselves. Living for others as a rule of nature. We are all born to help each other. No matter how difficult it is… life is good when you are happy, but much better when others are happy because of you.” Pope Francis

Approval of minutes:
Approved

Announcements/ Q & A:
Read the HR bulletin on how to get flu shots and how to participate in the 2020 United Way Campaign.
Grassroots campaign update from Heidi Moore:
Amy Russell and Scott Bambrick had reduced their involvement around April 2019. There had been a completed policy that never made it forward past the committee, the Ombudsman however did move forward. I received communication from Sherry Anderson, Christopher Grabau and Anna Kratky about the Ombudsman. Chris presented a comprehensive plan to the President's cabinet in late fall 2019. It was their understanding the cabinet had thoughtful questions, and took the proposal under advisement. After the cabinet proposal, Dr. Pestello recommended forming a committee to investigate, where the Ombudsman's position would be
financially feasible. And there's been no movement as far as anyone on that committee since COVID-19. Follow up tentatively when Dr. Pestello talks to SAC in January.

**Monthly Spotlight:**

**Libby Gallogly; Manager of Compensation and Benefits – 2021 Benefits Update**

Open enrollment is coming up from October 21 through November 6. An open enrollment website we also have this information available as well. Plan design changes and increased employee premiums have happened to maintain the 75/25 split between the university and employees. Good news is that for those of you that utilize our dental plan, there is an 8% reduction in rates. We also are not requiring Evidence of Insurability for new elections in voluntary life up to Cygnus guaranteed amount so if you're looking to make any life insurance changes now is a great time to do that. We're also placing our transparency tool compass that was only available to those who are in the qualified high deductible health care plan. It will be replaced with two free tools for the United Healthcare through myUHC and Express Scripts. Open enrollment is through Workday this year, not through Banner, so there will be a new process for all of us. What is staying the same this year as we are continuing to partner with SLUCare and SSM facilities to bring you the tier one option in both the PPO and the high deductible health care plans. There are no administrative or carrier changes this year so everything is pretty similar to last year and then we are maintaining a wellness discount, in partnership with Vitality. Premiums for the year are benchmarked against other higher education institutions with health care practices and so we are about at market, if not more favorable to the market, with the changes that we made. Within the medical and the prescription drug plan: again you'll have two options between the plus plan and the high deductible plan. We have continued to partner with SLUCare and SSM. You do not have to use those facilities; you can use other tier two or in network UHC providers and facilities. Just know that if you use SSM or SLUCare, you will get the best rate. And then we are continuing our prescription drug plans through ExpressScripts. See attached slides for links to providers. A partnership with Quest Diagnostics to do our biometric screening has been established. As you may have heard we are grandfathering people in if you had the wellness last year. We still believe that biometric screenings are a great way to understand what some of your underlying conditions may be before they come they're expensive or before they get too far down the road, where it becomes difficult to treat. We encourage you to go get those biometric screening requests through Quest if you feel comfortable doing so. The wellness discount will remain the same, it will be $50 for employees and then $75 total for those covered spouses. We are also continuing our partnership with Vitality for 2021. If you're interested in getting points for that make sure to complete your health risk assessment and the biometric screening.

We have a tool called ALEX and you can put in some of your information about you and it will let you know what plan by the best based on your medical expenses. We have new price transparency tools through myuhc.com where you can see your benefit summary, look for
specific providers and their costs. Express-Scripts.com: you're able to look and see some of your claim balances, track your home delivery, and see what their expenses will be.

Voluntary Dental Benefits: Those will be decreasing by 8% this year. Voluntary Life Benefits: you will not have to do Evidence of Insurability. VSP is still the same.

Please know that the elections that you make this fall will be effective January 1 2021, and you'll be locked in for the rest of the year so those are effective January through December. Unless you have a qualifying life event, such as marriage, birth, adoption, divorce, if you change employment status or maybe your spouse has a change in employment status that also qualifies as a life event. Changes in dependent FSA are allowable. We got new IRS guidelines, due to COVID, that you could make changes to those throughout the year. We don't know if that will continue into 2021 or not. But know that that may become available.

Questions:

Will you be required to complete the health care affidavit?

One of the things that Workday has allowed us to do is create the spousal affidavit electronically. So, as a part of that Workday is not smart enough to know if you have a spouse enrolled on your plan or not. We are rebranding that spousal affidavit to be the health care affidavit, and everyone who elects medical coverage will also have to complete the affidavit, there's an option to say ‘my spouse is not covered on my medical plan’, hit submit. The normal four options that you've had about (they don't/aren't offered coverage, they're not working) if you enroll in medical coverage you will also have to complete the affidavit in order to submit your open enrollment.

Will that show up in Workday as a task?

Yes. Workday has open enrollment itself as a task and when you click on that you'll see about nine to 12 tiles on your screen. Each tile is like the medical plan, VSP, dental, etc. And one of those other tiles is that healthcare affidavit right next to medical so that you know and you just click through all your tiles until you've gotten to the bottom and your complete.

What if we make a mistake? Is there a way to fix it?

Yes, there will be a way to fix that or go through and make sure that you have everything that you would like.

Confirming there is a video on the affidavit process?

Jim Greathouse has done a great job putting together a video that has step by step to complete open enrollment so if you're not a job aid person we also have a video that is coming up, probably next week sometimes that people can follow or watch.

Does the life insurance plan end when an employee retires?

Answer will be confirmed and then shared with the group.
Will the slideshow be shared?

Yes, and it is posted online.

If you have any other questions, contact benefits@slu.edu.

**Eric Armbrecht – Program Director – High Deductible Health Plans**

There is a premium difference if you choose a high qualified high deductible plan. There's about a $70 difference between the plans. If you multiply that times 12 and you've got about $900 of additional take home pay that you have for choosing the qualified high deductible plan. The difference for a family rate is even bigger a little over $200 or almost $2500 per year in additional take home pay.

Three important questions that I would ask myself when choosing between the plans: Are your medical expenses predictable? Do you have enough savings to cover the max out of pocket? Are you looking for another form of retirement savings?

Just because you have predictable medical expenses, does not mean that you're not suitable for the qualified high deductible plan. It has to do with how much are those expenses and the deductible for each plan. The second question: Do you have enough savings available right to cover the max out of pocket number? The max out of pocket number for the qualified high deductible plan this year would be for employee only: max out of pocket for tier-one $2000; in-network $4000, and out of network $8000.

If you're a family that that has a financial situation where you just don't have the savings, then you the risk is probably not worth pursuing of doing a qualified high deductible plan. But if you have access to savings then you should consider a qualified high deductible plan, because the worst thing that can happen to you on any given year, is the max out of pocket number. If the max out of pocket number is the number that you're comfortable with then you should consider the qualified high deductible plan. The other thing about a qualified high deductible plan is it allows for you to roll over saving; the dollars that you put into a savings account or a health savings account roll over year to year.

If you're in a plus plan, you use a flex savings account; you have to use all of that money that you put into the flex savings account that you anticipate on spending. And then you have to use it all in that year, and none of it rolls forward.

What if you have no choice where the ambulance brings you?

United healthcare has a very broad network of providers in the United that are in this region that HR case but in network is a broad, broad network. In some cases, you have no control over where you go because you need access to the closest most convenient tertiary level of care. It is a risk you have to take with the high deductible plan.

The three things that that make the Qualified High Deductible plan not suitable for some people: One is that they just don't have enough savings to cover the max out of pocket. The other one is that your medical expenses are predictively, very high. This is typically for patients that are on a chronic biologic medication and you can choose the plus plan to advantage yourself financially to be in that place. The other one is people that are looking for another form of retirement saving. Because your contributions to your health savings account are tax shielded. Now they're limited in use; it is sort of restricted in use to health care. But, odds are you're going to end up using your
health savings account for healthcare expenditures, over the course of a lifetime. And because those savings accounts can be used, not just for you but your beneficiaries or spouse.

How do you save money if you're in a qualified high deductible plan? It is important to get pricing information before you go for elective procedures. There are a lot of conversations and a lot of things you can control regarding pricing of physician services, surgical services and diagnostic services. When you are in a qualified high deductible plan you get all the benefit of negotiated prices. You don't pay the fee or the charge that comes from the hospital, you pay the negotiated amount that United Healthcare has for you as one of their members.

The university gives people in the High Deductible Health Plan some seed money is that correct? Yes, it is correct, it's $400 for employees and $800 for families. It's paid directly into your health savings account, it is not taxable income. It is a direct deposit into your health savings account. The university does this so that in the event that something happened in the month of January or February, you're going to have money available to you at that point in time.

Is a qualified high deductible portable after retirement? Can you keep your HSA and use it for your own health care costs?

Yes. That's one of the great reasons that it's such an advantage over a flex spending account, which you have a flex spending account which is tied to the plus plan and you have a health savings account or HSA, which is like a bank account. You can invest the money you in a mutual fund if you want to, but in the end that has a distinct advantage, because if you leave the university, as you retire from the university, those dollars that are in that health savings account then become usable for you and your family and your beneficiaries for qualified expenses right. It is a tax advantaged savings plan.

Is the $800 for an employee plus a spouse?
It is a $400 for just you or $800 any form of employee plus spouse or dependents.

Will seed money show up on the first paycheck of the year?
Yes, we are planning to fund that HSA seed money in the first week of January. It will show up in your Optum bank account; it doesn't show up in your paycheck.

Can we use the savings to pay for next year's premiums?
Premiums are deducted pre tax from your paycheck. Similarly, your HSA contributions are also taken pre tax from your paycheck. The way that is constructed right now and getting the money you can't necessarily do that logistically. I don't think it is a IRS qualified expense so that also would prohibit you from doing that. You can kind of feel like you're using your health savings account for paying for premium is, you can reduce your contribution to your health savings account which increases your take home pay. The next year, if you have previous years’ money in the HSA, reduce your contributions to my health savings account. It increases my take home pay.

Unclear question:
For the HSA: there are more strict limits of how/when the funds can be used in the years for the HSA, the one that goes along with the high deductible health care plan that is like a savings account for you.
You have more flexibility on when an expense is incurred and when you pay it when you're using the health savings account. The restrictions are pretty firm by the IRS regarding when the expense was incurred and when the dollars saved are put into the flexible spending account.

How much are you allowed to put into a health savings account, each year? Is there a limit? There is a limit by the IRS $3600 for individual or $7200 for family. That includes SLU’s contribution.

Can you add your HSA throughout the year or just during open enrollment?

You can add to your HSA; you can change the amounts that to go into your HSA at whatever interval that you want. You do not need a qualifying event to adjust the amount of money that goes into your HSA. And the other thing to also note is let's say you decide to be really ambitious and put $1,000, a month into your account. The limit is for an employee $3200 so you would need to go in and stop those deferrals, so you don't go over that limit mid-year. Because if you go over the limit you're going to deal with the IRS for over-contributing.

Question about vitality and biometric screenings and health risk assessment and flu shot: There is nothing else you need to provide us with your vitality, we will know that you did that biometric screening at your physician's office. And then also, great that you got your flu shot thank you for doing that. So, you're all set.

**Patrick Maloney – Learning and Development Manager – 2020 Feedback Survey**

The surveys are important tools that are at least one outlet for members of the community faculty and staff to provide some voice about their experiences here. We want to make sure that we're putting our efforts, where you feel that they're going to make a difference.

The university feedback survey: these got their start back in 2013, when the Board of Trustees of the University conducts regular survey of our faculty and staff, just to gauge our institution's climate, and get some feedback from faculty and staff regarding your perceptions of working here at SLU and what we can do to make your experience better moving forward. What we can retain as well and what we can improve on. At that time, a committee was put together of faculty, staff, and administrators. They selected a third party (Towers Watson), to provide confidentiality for survey responses and a group of faculty members to worked with our Towers Watson team to create the first survey, which is called the Climate Survey and that launched in 2014. A second survey was done in 2016, the name changed but it's same survey also done by Towers Watson 2016. A third survey was done, then in 2018. And after each survey we presented the results, we had Towers Watson come in and present sort of their take on our results, and then looked at what we could do to sort of develop a plan to take action on those results.

The key priorities coming out of the 2018 feedback survey were:

Operational efficiency and change management: there was a sense, especially from the non-SLUcare staff, that it was difficult for them to sort of feel empowered to let go of work and to sort of stop doing some of these tasks that has accumulated over time. That may not be the optimal contribution to our mission right and so when we start to collect this we do over time
these different tasks, and roles here at SLU, it can be difficult to focus the time and effort that we feel is necessary for those things that are making the biggest contribution to the mission.

Leadership & communication: top down communications and leadership, the timeliness of that communication, and about the belief that leadership would take action on the surveys responses.

Moral: that was interpreted was kind of a sense of pride in being a member of this community, and a sense of enjoyment. Connecting with our colleagues and getting a sense of fulfillment and enjoyment.

In order to address those three categories there were a couple of different initiatives at the university level that were taken. The first was the development of work design meetings. We asked all supervisors to sit down with their staff have conversations about what types of work could be stopped in order to free up additional time and effort. To focus on those essential skills and to think through the downstream effects of ‘if we stopped doing this are there other divisions departments or colleagues that I work with, who are going to be affected by it?’ How can we look at modifying these things or potentially giving up some of these tasks? The Pulse Survey came in as a follow up sort of get a sense of how effective those conversations were.

The second major area was unit level results. All VP’s and deans presented their unit level results back to their faculty and staff, and to make sure that they created an action plan for their specific unit. And then finally, we had several staff appreciation events throughout 2018-2019.

The Pulse Survey: it was a really targeted survey went out to non medical, non school of medicine, non SLU Care staff and we had about a 60% response rate. These results were shared with the cabinet and the Board of Trustees in early 2019, and they were shared with the Business Finance manager meeting in mid 2019. There was a slight increase across all three of these items. We saw “I feel encouraged to come up with new and better ways of doing things” people responded favorably about 68% to that in February, and then after the last design meetings that moved up to about 80% favorable versus groups that had lower participation in those first design meetings actually saw a slight decline in empowerment. For the second item “in the last year my leadership has improved our work processes” again we see the same trend. Groups that participated saw about a 10% increase in favorability for that item for those that didn't participate in the work design meetings, stayed relatively consistent. And then with the engagement item or “my work gives me a sense of personal accomplishment” we saw that groups that participated saw a relatively small increase, whereas groups that did not participate in the work design saw a slight decrease from 85% down to 80% favorable. It was a limited survey and that's why we didn't share it as broadly as we did some of the other feedback surveys. The bottom line was this seems like the process of going through the work design meetings was effective and led to some positive changes in scores, perceptions and people's experience.

Looking ahead to the 2020 season the survey will look familiar to anyone who participated in the 2018 survey, and the pulse survey. We're going to continue to use a third party for data collection and as a confidential outlet for feedback to allow us to track trends over time. As far as reporting and external results we plan to continue to use the third party to present the overall University results to get their take on our data as far as how we stack up to other institutions that they've worked with. We'll continue that unit leaders to present their results or to partner with human resources to ensure that the results are presented to their groups We’ll only create summary reports for groups with at least five respondents.
We are proposing a data collection in early December, then there would be about five weeks to allow for data analysis, and creating reports and then we start the rollout process. Presentations to the university leadership in early February, and then something similar to like the open fora that we've done in the past. It would take some time for like a webinar or SAC presentation. Once the university level results are out, and we would help to facilitate those unit level presentations for individual colleges, schools and departments. As soon as their results are shared, then we'd ask them to again work on action plan. This is the plan, it is ready to go, but given the pandemic some input from SAC would be helpful.

Comments/Questions/Input:

Is it financially feasible to continue these surveys given the participation level, budget crisis and actionable items that were actually taken care of with the last survey? We want to be conscious of the budget issues facing and want there to be meaningful tangible results and processes. When you say you see very little movement can you maybe talk to whether there have been areas where there was something started and maybe not moved forward and continued?

Staff morale was relatively low on every single survey that's taken. If that's the case, then why is staff morale continuing to be low and why is it not getting addressed? And there's other items that can be discussed off the SAC meeting.

Moral is lower in 2018 than 2014, there are down trends. Discussion off SAC meeting to follow.

Can Pulse Survey results be shared and can they be department specific? Yes, slides can be shared. No, they are not department specific.

Can you give us a general idea of what the cost of the university? A follow up can be given.

The climate survey had limited inclusion and diversity questions, can that be in the moral section?

We did have probably about 18 items to fall under that. There have been discussions whether there's sufficient coverage of Diversity, Equity and Inclusion items for this year and what other items, could be included, specifically on that topic.

**Next Meeting:** Thursday, November 19, 2020
12:00 – 1:15 PM

**Adjournment:** By Sue Stevens at 1:16 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

- **Staff Advisory Executive Committee**
  Chair – Sue Stevens
  Past Chair – vacant
  Recording Secretary - Jenni Franey
  Corresponding Secretary – Kristin Hrasky
  Membership Coordinator – Rachel Young
  Treasurer – Kathy Barbeau

- **Staff Advisory Sub-Committees**
  By-Laws Committee – Kathy Barbeau, Sue Stevens, Rita Stites
  Service/Events Committee
    - Food Truck Rally – Stacy Mack

- **University Committees**
  Campus Recreation Advisory Committee – Robert Pampel
  Grassroots Working Committee – vacant
  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
  Workday Transition Committee – vacant

- **Board of Trustee Committees**
  Academic Affairs – Sharon Spicer
  Business & Administration – Sue Stevens
  Development – Rhonda Arl
  Marketing and Branding – Kristin Hrasky
  Mission and Identity – Christine Luebbert
Annual Benefits Enrollment
2021
2021 Annual Enrollment Highlights

*October 21st to November 6th, 2020*

**What’s Changing:**

- Plus Plan and QHDHP plan design changes to help control costs
- Medical Employee Premiums increase
- Reduced Dental Employee Premiums
- No evidence of insurability requirement for new elections or increases for voluntary life up to Cigna’s guaranteed issue amount
- Replacing services provided by Compass Health with UHC and ESI member tools
- Enrollment through Workday

**What’s Staying the Same:**

- Continued partnership with SLUCare/ SSM Health in Tier 1 Medical Plans
- No administrator or carrier changes other than Compass Health
- Maintaining Wellness discount through Vitality

This presentation highlights your benefits. Official plan and insurance documents govern your rights and benefits under each plan. For more details about your benefits, including covered expenses, exclusions and limitations, refer to the individual summary plan description, plan document or certificate of coverage. If any discrepancy exists between this presentation and the official documents, the official documents will prevail. Saint Louis University reserves the right to make changes at any time the benefits, costs and other provisions relative to benefits.
Medical and Prescription Drug Benefits
State of Health Care

- **Medical & Prescription Drug Costs**
  - Healthcare spend continues to trend upward year over year due to rising treatment costs, changes in utilization, increased health risk amongst consumers, etc.

- **SLU Plan Costs**
  - The health plan ran as expected in 2019 and 2020 is forecasted to finish near budget, however the health pandemic has created many unknown’s as SLU predicts future costs
  - Similar to Universities and other Employers nationwide, SLU’s healthcare spend is expected to experience an increase in 2021

- **Peer Institutions**
  - In an effort to offer competitive benefits, SLU continues to monitor its peers and uses data collected from that review to support benefit design and program decisions.
Medical and Prescription Drug Plan

- **Medical: UnitedHealthcare**
  - Continue to offer two plan options: Plus Plan and QHDHP Plan
  - *Continued partnership with SLUCare/SSM Health in Tier 1*
  - Tier 1 (SLUCare/SSM) and Tier 2 (UHC In-Network) plan design adjustments (single/family) to help control costs:
    - PPO:
      - Deductible: no change to Tier 1, Tier 2 increase $100/$200;
      - OOP: Tier 1 increase $250/$500, Tier 2 $250/$500
      - ER copay increase of $100
    - HDHP:
      - Deductible: no change to Tier 1 deductible, Tier 2 deductible increase $100/$200;
      - OOP: Tier 1 increase $250/$500, Tier 2 OOP $500/$1,000

- **Prescription Drug: Express Scripts**
  - Continued partnership with Express Scripts
## 2021 Cost Sharing: Monthly & Bi-Weekly

<table>
<thead>
<tr>
<th>Plan</th>
<th>Monthly Premium Deductions</th>
<th>With Monthly Wellness Discount</th>
<th>Bi-Weekly Premium Deductions</th>
<th>With Bi-Monthly Wellness Discount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Plus Plan</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$178.00</td>
<td>$128.00</td>
<td>$82.15</td>
<td>$59.07</td>
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<tr>
<td>Employee and Spouse</td>
<td>$474.00</td>
<td>$399.00</td>
<td>$218.77</td>
<td>$184.15</td>
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<tr>
<td>Employee and Child(ren)</td>
<td>$414.00</td>
<td>$364.00</td>
<td>$191.08</td>
<td>$168.00</td>
</tr>
<tr>
<td>Family</td>
<td>$651.00</td>
<td>$576.00</td>
<td>$300.46</td>
<td>$265.84</td>
</tr>
<tr>
<td><strong>QHDHP Plan</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$103.00</td>
<td>$53.00</td>
<td>$47.54</td>
<td>$24.46</td>
</tr>
<tr>
<td>Employee and Spouse</td>
<td>$318.00</td>
<td>$243.00</td>
<td>$146.77</td>
<td>$112.15</td>
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<tr>
<td>Employee and Child(ren)</td>
<td>$273.00</td>
<td>$223.00</td>
<td>$126.00</td>
<td>$102.92</td>
</tr>
<tr>
<td>Family</td>
<td>$428.00</td>
<td>$353.00</td>
<td>$197.54</td>
<td>$162.92</td>
</tr>
<tr>
<td><strong>Plus Plan—Employees Earning up to $38,505</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$60.00</td>
<td>$0.00</td>
<td>$27.69</td>
<td>$0.00</td>
</tr>
<tr>
<td>Employee and Spouse</td>
<td>$356.00</td>
<td>$281.00</td>
<td>$164.31</td>
<td>$129.69</td>
</tr>
<tr>
<td>Employee and Child(ren)</td>
<td>$296.00</td>
<td>$236.00</td>
<td>$136.62</td>
<td>$108.93</td>
</tr>
<tr>
<td>Family</td>
<td>$533.00</td>
<td>$458.00</td>
<td>$246.00</td>
<td>$211.38</td>
</tr>
</tbody>
</table>

Note: Rates will be reduced $50 for employees completing their biometric screening and an additional $25 for covered spouses.
## 2021 Medical Plan Options

<table>
<thead>
<tr>
<th>UHC</th>
<th>Plus Plan</th>
<th>QHDHP Plan</th>
<th>QHDHP Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SLUCare+SSM</td>
<td>In-Network</td>
<td>Out-of-Network</td>
</tr>
<tr>
<td>Deductible</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$350</td>
<td>$850</td>
<td>$2,200</td>
</tr>
<tr>
<td>Family</td>
<td>$700</td>
<td>$1,700</td>
<td>$4,400</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>10%</td>
<td>20%</td>
<td>40%</td>
</tr>
<tr>
<td>Out-of-Pocket Maximum (includes medical deductibles and medical copays)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$2,000</td>
<td>$2,250</td>
<td>$6,750</td>
</tr>
<tr>
<td>Family</td>
<td>$4,000</td>
<td>$4,500</td>
<td>$13,500</td>
</tr>
<tr>
<td>Physician Office Visits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary Care</td>
<td>$10 copay</td>
<td>20% after ded.</td>
<td>40% after ded.</td>
</tr>
<tr>
<td>Specialist Care</td>
<td>$20 copay</td>
<td>20% after ded.</td>
<td>40% after ded.</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Inpatient Hospital</td>
<td>10% after ded.</td>
<td>20% after ded.</td>
<td>40% after ded.</td>
</tr>
<tr>
<td>Emergency Room</td>
<td>$250 copay</td>
<td>$250 copay</td>
<td>$250 copay</td>
</tr>
<tr>
<td>Urgent Care Center</td>
<td>$60 copay</td>
<td>$60 copay</td>
<td>40% after ded.</td>
</tr>
</tbody>
</table>
## 2021 Pharmacy Plan Options

<table>
<thead>
<tr>
<th>Express Scripts</th>
<th>Plus Plan</th>
<th>QHDHP Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Retail (34-day supply)</td>
<td>Mail Order (90-day supply)</td>
</tr>
<tr>
<td><strong>Prescription Drug Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 1</td>
<td>$10</td>
<td>$25</td>
</tr>
<tr>
<td>Tier 2</td>
<td>25% coinsurance $30 min-$50 max</td>
<td>25% coinsurance $75 min-$125 max</td>
</tr>
<tr>
<td>Tier 3</td>
<td>50% coinsurance $50 min-$100 max</td>
<td>50% coinsurance $125 min-$250 max</td>
</tr>
<tr>
<td>Tier 4</td>
<td>20% coinsurance up to $200 max</td>
<td>N/A</td>
</tr>
<tr>
<td>Preventive Medications</td>
<td>Priced according to the tier in which they fall</td>
<td>Covered at 100%, no deductible</td>
</tr>
<tr>
<td><strong>Out-of-Pocket Maximum (Includes Rx Copays and Coinsurance)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$1,500</td>
<td>Combined with Medical</td>
</tr>
<tr>
<td>Family</td>
<td>$3,000</td>
<td>Combined with Medical</td>
</tr>
</tbody>
</table>
SLUCare/SSM Tier 1 Partnership

REMINDER:

- SLUCare providers and St. Louis area SSM physicians and facilities are designated as Tier 1 under the medical plan.
- When you choose to use a Tier 1 provider you will pay less out of pocket through lower deductibles, out-of-pocket maximums, coinsurance and copays.
- To find an SSM Tier 1 Physician, visit SSMHealth.com and search for providers listed as SSM Health Medical Group. To find SLUCare providers and locations, visit www.slucare.edu
- In addition to these providers, SSM Urgent Care Centers and St. Louis area SSM Health Express Clinics (formerly Walgreens Take Care Clinics) are also part of the Tier 1 Network
Saint Louis University is waiving the biometric screening requirements for 2021 due to COVID-19 restrictions. If members received the premium discount in 2020, they will be grandfathered in for 2021.

- Quest Diagnostic will be performing onsite biometric screenings this year on November 10, 11, 17, 18
- Wellness discount will remain the same
  - $50 for employees and $25 additional for covered spouses
    - If you make less than $38,505 and have employee only coverage, your healthcare will continue to be free of charge

Program remains in effect all year and you are encouraged to earn points by:

- Completing your Vitality Health Review & Vitality Check
- Reviewing and activating your personal health goals
- Completing an online course to learn about a health topic
- Submitting your Preventive Screening exams
- Tracking your workouts using a Vitality-compatible fitness device
- Tracking your workouts at gym
- Get CPR or first aid certified

Once you build up your points, go spend them in the Vitality Mall!

Please note: This list does not cover the program in its entirety.
Please refer to the web site for complete program activities, rules and details.
Decision Support Tools

**ALEX by Jellyvision**

- Benefit assistance tool using interactive, online applications to walk members through plan design decision-making. *Information provided to ALEX is confidential.*
  - Helps compare options between SLU’s Plus Plan and QHDHP Plan based on individual member needs
- Available to all members during Open Enrollment period
- To access, visit [www.myalex.com/slu/2021](http://www.myalex.com/slu/2021)
New Price Transparency Tool Options

- myuhc.com and Health4Me app
  - View Benefit summaries
  - View Deductible accumulator
  - Find an in-network doctor or facility
  - Use Treatment cost estimator to price out services
  - Check statements
  - Pay bills to healthcare providers
  - Contact a registered nurse 24/7

- express-scripts.com
  - Automatically refill and renew prescriptions
  - Price and compare different prescriptions and pharmacies
  - See how you can save with My Rx Choices
  - View your claims and balances
  - Connect with pharmacists
  - Track your home delivery orders
  - Compare plans at: www.express-scripts.com/saintlouisuniversity

Download the apps for UHC and ESI’s!
Health Savings Account
HSA Contributions

- Maximum contribution limits

<table>
<thead>
<tr>
<th>2021</th>
<th>IRS Maximum</th>
<th>SLU Seed Money *</th>
<th>Your Max Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$3,600</td>
<td>$400</td>
<td>$3,200</td>
</tr>
<tr>
<td>Family</td>
<td>$7,200</td>
<td>$800</td>
<td>$6,400</td>
</tr>
</tbody>
</table>

- IRS maximum reflects a combined employer + employee contribution

- You must make new elections for the 2021 plan year during Open Enrollment; current elections cannot be carried forward

- 55+ can fund an additional $1,000/year; “catch-up” contribution

- SLU will only contribute money into an OptumBank administered HSA; if you choose to go to a financial institution of your choice, you will not receive the seed money

- HSA seed money will be deposited the first week of January

- Funds must physically be in your account before disbursements can be made

- Any money remaining in the account at the end of the calendar year rolls over into the next year
HSA Qualified Eligible Expenses

Eligible Expenses

- Medical deductible and coinsurance payments
- Medical, dental and vision care services not covered through plan design
- Medical, dental and vision care services for your spouse or tax code dependents
- Medicare Part A, B, & D and COBRA coverage premiums
- Over-the-counter medication with a written prescription

Ineligible Expenses

- Insurance premiums
- Babysitting/childcare
- Cosmetic surgery
- Health club costs
- Over-the-counter medication without a written prescription

Visit [www.irs.gov](http://www.irs.gov) and view Section 213(d) of the IRS Tax Code publication 502 “Medical and Dental Expenses” for a complete list
Flexible Spending Accounts
Flexible Spending and Dependent Care Accounts

- For Plus Plan participants, or those not enrolled in a medical plan at SLU
- Administration remains with ConnectYourCare
- You must make new elections for the 2021 plan year during Open Enrollment; current elections cannot be carried forward
  - Healthcare FSA: Total election amount less previous reimbursements are available at the time of transaction
  - Dependent Care FSA: Only the cash balance in your account is available at the time of transaction
- You cannot roll over unused balances from one year to the next
  - Use it or lose it rule applies
  - Grace period through March 15th for Healthcare FSA only
- Debit card allows direct payment
  - Eases payment, but does not substantiate claims—receipts may still be needed!
- **If you are enrolling in HSA for 2021, you must use all of your FSA funds by 12/31/2020 or your employer seed money and employee contributions will be delayed until April**

<table>
<thead>
<tr>
<th>2020* IRS Funding Limits on FSAs</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare FSA</td>
<td>$2,750</td>
</tr>
<tr>
<td>Dependent Care FSA</td>
<td>$5,000**</td>
</tr>
</tbody>
</table>

*IRS has not yet issued 2021 FSA limits
**$2,500 if married and filing separately
Eligible FSA Expenses

**Healthcare FSA Eligible Expenses:**
- Copays, coinsurance, and deductibles for medical, prescription, and dental plans
- Eye exams, contacts, and eyeglasses
- Laser eye surgeries
- Hearing aids
- Over-the-counter medical supplies
  - Bandages, splints, contact lens solution, etc.
- Over-the-counter medical medications
- Menstrual care products

**Dependent Care FSA Eligible Expenses:**
- Child care, after-school care
- Care for an aging parent

Visit [www.irs.gov](http://www.irs.gov) and view Section 213(d) of the IRS Tax Code publication 502 “Medical and Dental Expenses” for a complete list.
Voluntary Dental Benefits
Voluntary Dental Benefits

- Coverage remains with Delta Dental
  - No change to benefits and an 8% decrease in rates!
- Continue to have the choice between 2 dental plans
- Find a provider on [www.deltadentalmo.com](http://www.deltadentalmo.com)
  - Highest level of benefits with PPO dentists
  - Dental cards issued to new enrollees only

<table>
<thead>
<tr>
<th></th>
<th>Flex</th>
<th>Basic Plus</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monthly</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>$34.45</td>
<td>$20.16</td>
</tr>
<tr>
<td>Two-Person</td>
<td>$67.45</td>
<td>$38.77</td>
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<tr>
<td>Family</td>
<td>$115.48</td>
<td>$69.46</td>
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<tr>
<td><strong>Bi-Weekly</strong></td>
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<tr>
<td>Single</td>
<td>$15.90</td>
<td>$9.30</td>
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<tr>
<td>Two-Person</td>
<td>$31.13</td>
<td>$17.89</td>
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<tr>
<td>Family</td>
<td>$53.30</td>
<td>$32.06</td>
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<tr>
<td></td>
<td>Flex Plan</td>
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</tr>
<tr>
<td>--------------------------</td>
<td>----------</td>
<td>------------------</td>
</tr>
<tr>
<td></td>
<td>PPO Network</td>
<td>Premier/Out-of-Network</td>
</tr>
<tr>
<td><strong>Deductible</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$50</td>
<td>$50</td>
</tr>
<tr>
<td>Family</td>
<td>$150</td>
<td>$150</td>
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<tr>
<td><strong>Calendar Year Maximum</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Person</td>
<td>$1,500</td>
<td>$1,500</td>
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<tr>
<td><strong>Preventive Care</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0% no deductible</td>
<td>0% no deductible</td>
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<tr>
<td><strong>Basic Restorative Care</strong></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>10% after deductible</td>
<td>30% after deductible</td>
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<tr>
<td><strong>Major Restorative Care</strong></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>40% after deductible</td>
<td>60% after deductible</td>
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<tr>
<td><strong>Orthodontia</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifetime Maximum (per person)</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Orthodontia</td>
<td>50% For all members</td>
<td>60% For all members</td>
</tr>
</tbody>
</table>
Voluntary Life Benefits
Voluntary Life Benefits

- Cigna will continue to offer Voluntary Life coverage
  - No Evidence of Insurability requirement for new elections or increasing Voluntary Life during the 2021 Annual Enrollment

- Enhanced Guaranteed Issue and Maximums
  - Employees may elect Voluntary Life in an amount up to 3 times annual earnings to a maximum of $600,000
  - SLU provides a Basic Life benefit of one times annual earnings to a maximum of $400,000
  - Combined maximum benefit of $1,000,000 between SLU provided and Voluntary Life

<table>
<thead>
<tr>
<th>Age</th>
<th>Monthly rate per $1,000</th>
<th>Bi-Weekly rate per $1,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;30</td>
<td>$0.039</td>
<td>$0.018</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.052</td>
<td>$0.024</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.059</td>
<td>$0.027</td>
</tr>
<tr>
<td>40-44</td>
<td>$0.072</td>
<td>$0.033</td>
</tr>
<tr>
<td>45-49</td>
<td>$0.124</td>
<td>$0.057</td>
</tr>
<tr>
<td>50-54</td>
<td>$0.221</td>
<td>$0.102</td>
</tr>
<tr>
<td>55-59</td>
<td>$0.383</td>
<td>$0.177</td>
</tr>
<tr>
<td>60-64</td>
<td>$0.584</td>
<td>$0.270</td>
</tr>
<tr>
<td>65-69</td>
<td>$0.974</td>
<td>$0.450</td>
</tr>
<tr>
<td>70-74</td>
<td>$1.532</td>
<td>$0.707</td>
</tr>
<tr>
<td>75+</td>
<td>$2.06</td>
<td>$0.951</td>
</tr>
</tbody>
</table>

NO CHANGES from 2020
2021 Annual Enrollment
2021 Annual Enrollment

- Plan elections are effective January 1, 2021 and are binding for the 2021 plan year, unless you experience a qualifying life event
  - Marriage
  - Birth/adoption
  - Divorce
  - Death
  - Change in employment status
  - Change in dependent status

- Changes to Dependent Care FSA are allowed in limited circumstances

- IRS allowed changes to health care and healthcare FSA in response to COVID-19 but these practices may not continue

- Life status changes allow you to make benefit election changes

- Benefit changes must be requested in Workday within 31 days of life change
Open enrollment will be held from October 21st through midnight November 6th, 2020

If making changes, do so through Workday
- Open enrollment is a good time assess your benefits, review your benefits for the upcoming year and review your life insurance beneficiaries
- Current medical, dental, vision, life and accident elections will carry forward
  - If you are planning to cover your spouse on the medical plan in 2021, then you are required to complete a Medical Plan affidavit in Workday.
- All HSA, dependent care and healthcare FSA participants will need to make an election for 2021; current deductions will not carry forward

See 2021 Benefits Guide for more information:
- [https://www.slu.edu/human-resources/benefits/health/open-enrollment.php](https://www.slu.edu/human-resources/benefits/health/open-enrollment.php)

More questions? Contact benefits@slu.edu.
Appendix
Working Spouse Rule

- Applies to spousal eligibility on the medical plan only
- Full time working spouses who have access to medical coverage through their employer are not eligible for SLU’s medical plan
- Spouses are eligible if they:
  - Are not employed or are self employed
  - Do not have access to qualifying coverage where his/her employer contributes at least 50% of the premium for single coverage
  - Are on Medicare and do not have access to an employer plan
- Completion of the annual Medical Plan affidavit will be required through the Workday system during open enrollment benefits selections. You will be required to attest to your spouse’s eligibility during the online open enrollment process. The University reserves the right to request completion of the Medical Plan affidavit to be covered by the medical plan.
Considerations of the QHDHP

- Enrolling in the QHDHP plan may provide advantages depending on your individual and family healthcare needs.
  - Premiums are lower for the QHDHP option
  - You’re able to set aside money for future medical and prescription drug costs through a tax advantaged Health Savings Account (HSA)
  - SLU is contributing to your HSA, providing $400 for individual and $800 for family coverage

- Unlike the PPO, there are no copays so when using the plan you could have higher out of pocket expenses.
  - You will pay 100% until your deductible is met, and then coinsurance will apply
  - If you’re on a higher cost monthly medication or obtain costly services earlier in the year you could be responsible for larger out of pocket cost

- Alex will continue to be offered as a decision tool to determine if the QHDHP is the right option for you
Health Savings Accounts

- For Qualified High Deductible Health Plan participants only
- HSAs are designed to help you save and pay for your healthcare now and when you retire
- Triple tax savings:
  - Put money in pre-tax
  - Grow your savings tax free
  - Pay for qualified medical expenses income tax free
- Account is always yours

Health Savings Accounts A health-wise investment that helps you ...

Deposit
Grow
Save
Pay

Deposit your health care dollars.
Grow your savings.
Save on taxes.
Pay for health care, now or later.
HSA Eligibility for Account Holders Only

- You are eligible to open and contribute to an HSA if you:
  - Are covered by a qualified high deductible health plan (QHDHP)
  - Are not covered by any other health plan which is not a QHDHP
  - Are not enrolled in Medicare, Medicaid, or TRICARE
  - Have not received VA benefits within the past 3 months
    *(Exception for service related disabilities)*
  - Are not claimed as a dependent on someone else’s tax return
  - Are not covered by a Health FSA
    *(Must have $0 in your Health FSA before contributing to an HSA)*

- If you don’t meet one of these eligibility requirements, you can still enroll in the QHDHP plan, you just cannot open and contribute to a Health Savings Account.
Voluntary Vision Benefits

- Coverage remains with Vision Service Plan (VSP)
  - No change to benefits or rates!
- In-network vs. out-of-network
  - In-network = no claim forms to complete
  - Out-of-network = must submit claim form for reimbursement
- VSP.com
  - Find a provider (Network: Choice)
  - Register and review benefit information
  - Discounts available
  - Print an ID card if desired (not needed to use benefits)

<table>
<thead>
<tr>
<th>Vision Plan</th>
<th>Monthly</th>
<th>Bi-Weekly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$7.02</td>
<td>$3.24</td>
</tr>
<tr>
<td>Employee and Spouse</td>
<td>$12.76</td>
<td>$5.89</td>
</tr>
<tr>
<td>Employee and Child(ren)</td>
<td>$13.38</td>
<td>$6.18</td>
</tr>
<tr>
<td>Family</td>
<td>$20.66</td>
<td>$9.54</td>
</tr>
</tbody>
</table>

NO CHANGES from 2020
# Voluntary Vision Plan—VSP

## NO CHANGES from 2020

<table>
<thead>
<tr>
<th></th>
<th>Vision Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>In-Network</strong></td>
</tr>
<tr>
<td><strong>Exam</strong></td>
<td></td>
</tr>
<tr>
<td>Wellvision Exam</td>
<td>$10 copay</td>
</tr>
<tr>
<td><strong>Lenses</strong></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>$10 copay</td>
</tr>
<tr>
<td>Bifocal</td>
<td>$10 copay</td>
</tr>
<tr>
<td>Trifocal</td>
<td>$10 copay</td>
</tr>
<tr>
<td><strong>Frames</strong></td>
<td>$150 allowance for a wide selection</td>
</tr>
<tr>
<td></td>
<td>of frames; $170 allowance for featured</td>
</tr>
<tr>
<td></td>
<td>frame brands; 20% on the amount over</td>
</tr>
<tr>
<td></td>
<td>your balance</td>
</tr>
<tr>
<td><strong>Contacts (in lieu of glasses)</strong></td>
<td>$150 allowance for contacts; including the contact lens exam (fitting and evaluation)</td>
</tr>
<tr>
<td><strong>Frequency</strong></td>
<td></td>
</tr>
<tr>
<td>Exam/lenses/contacts (in lieu of glasses)</td>
<td>Every calendar year</td>
</tr>
<tr>
<td>Frames</td>
<td>Every other calendar year</td>
</tr>
</tbody>
</table>
Voluntary Accident Benefits

- Benefit offered through Voya Financial
  - No change to benefits or rates!
- Plan helps reimburses expenses that occur due to an accident
  - 24-hour coverage - accidents on- or off-the-job are eligible
  - When you have an expense, you must submit a claim form; reimbursement will then be mailed as a check
  - $100 wellness benefit
- Coverage is guarantee issue - no health questions asked
- No “network”

### NO CHANGES from 2020

<table>
<thead>
<tr>
<th></th>
<th>Accident Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Monthly</td>
</tr>
<tr>
<td>Employee Only</td>
<td>$18.42</td>
</tr>
<tr>
<td>Employee and Spouse</td>
<td>$32.59</td>
</tr>
<tr>
<td>Employee and Child(ren)</td>
<td>$36.09</td>
</tr>
<tr>
<td>Family</td>
<td>$50.26</td>
</tr>
</tbody>
</table>
Voluntary Accident Plan—Voya

Below is a sample list of benefits, it does not include all the benefits available under the policy.

<table>
<thead>
<tr>
<th>Service</th>
<th>Benefit Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accident Hospital Care</td>
<td></td>
</tr>
<tr>
<td>Surgery (open abdominal, thoracic)</td>
<td>$1,200</td>
</tr>
<tr>
<td>Hospital Confinement</td>
<td>$375/day up to 365 days</td>
</tr>
<tr>
<td>Coma (14 or more days)</td>
<td>$17,000</td>
</tr>
<tr>
<td>Follow-Up Care</td>
<td></td>
</tr>
<tr>
<td>Medical Equipment</td>
<td>$120</td>
</tr>
<tr>
<td>Physical Therapy</td>
<td>$45/treatment</td>
</tr>
<tr>
<td>Prosthetic Device</td>
<td>$750 (1) / $1,200 (2 or more)</td>
</tr>
<tr>
<td>Emergency Care</td>
<td></td>
</tr>
<tr>
<td>Ground Ambulance Transport</td>
<td>$360</td>
</tr>
<tr>
<td>Air Ambulance Transport</td>
<td>$1,500</td>
</tr>
<tr>
<td>Emergency Room Treatment</td>
<td>$225</td>
</tr>
<tr>
<td>Common Injuries</td>
<td></td>
</tr>
<tr>
<td>Burns, Laceration, Torn Knee Cartilage, Paralysis, Tendon/Ligament/Rotator Cuff</td>
<td>Varies</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Service</th>
<th>Benefit Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common Injuries—Dislocations</td>
<td></td>
</tr>
<tr>
<td>Hip Joint</td>
<td>$3,850/$7,700</td>
</tr>
<tr>
<td>Knee</td>
<td>$2,400/$4,800</td>
</tr>
<tr>
<td>Shoulder</td>
<td>$1,600/$3,200</td>
</tr>
<tr>
<td>Common Injuries—Fractures</td>
<td></td>
</tr>
<tr>
<td>Hip</td>
<td>$3,000/$6,000</td>
</tr>
<tr>
<td>Leg</td>
<td>$2,500/$5,000</td>
</tr>
<tr>
<td>Ankle</td>
<td>$1,800/$3,600</td>
</tr>
<tr>
<td>Kneecap</td>
<td>$1,800/$3,600</td>
</tr>
<tr>
<td>Nose</td>
<td>$600/$1,200</td>
</tr>
<tr>
<td>Other Benefits</td>
<td></td>
</tr>
<tr>
<td>Wellness Benefit (completion of health screening test)</td>
<td>$100/employee or spouse $50/child (max of 4)</td>
</tr>
<tr>
<td>Sickness Hospital Confinement Benefit</td>
<td>$100/day for employee or spouse $75/day for children</td>
</tr>
</tbody>
</table>

Note: Closed reduction is non-surgical reductions of a completely separated joint. Open Reduction is surgical reduction of a completely separated joint.
Voluntary Legal Benefits - MetLaw

MetLaw provides access to a wide-range of legal services and resources, for you and your family, including unlimited access to a top-quality network of attorneys.

Use the benefit for a variety of personal legal needs related to events such as: getting married, starting a family, buying or selling a home, caring for aging parents, or sending kids off to college.

Advantages include:
- Access to telephonic advice or office consultations,
- No copays or deductibles to pay and no claims forms when you use a network attorney
- Use of a convenient app

For more information, visit www.metlife.com/mybenefits.

<table>
<thead>
<tr>
<th></th>
<th>MetLaw Plan</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Monthly</td>
</tr>
<tr>
<td>Family</td>
<td>$18.00</td>
</tr>
</tbody>
</table>

NO CHANGES from 2020
Voluntary Identity Theft - LifeLock

LifeLock Identity Theft provides comprehensive protection for your identity, personal information, and connected devices.

Features include more options than Lifelock’s retail products:
- LifeLock Identity Alert™ System
- Dark Web Monitoring
- LifeLock Privacy Monitor
- Online account monitoring
- 24/7 Live Member Support
- Fictitious Identity Monitoring
- Credit, Checking & Savings Account Activity Alerts
- Three-Bureau Credit Monitoring, Annual Credit Reports & Credit Scores
- 401K & Investment Account Activity Alerts

<table>
<thead>
<tr>
<th>LifeLock Plan</th>
<th>Monthly</th>
<th>Bi-Weekly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$11.49</td>
<td>$5.30</td>
</tr>
<tr>
<td>Family</td>
<td>$22.98</td>
<td>$10.61</td>
</tr>
</tbody>
</table>

- Lost Wallet Protection
- U.S.-Based Identity Restoration Specialists
- Million Dollar Protection™ Package
- Plus Norton Features: Parental Controls, Cloud Backup, SafeCam, Password Manager, Online Threat Protection and Smart Firewall

For more information, visit www.lifelock.com

NO CHANGES from 2020
**Call to Order 12:00 and Reflection:**

“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget that errand.” Woodrow Wilson

**Approval of minutes:**
Approved

**Announcements/ Q & A:**
Please answer the survey about participation in a possible virtual escape room in place of the normal pot luck December meeting. The escape room would be free to participants paid for by SAC money set aside for the BBQ and Potluck that could not take place.

Congratulations to Pete Garvin. He received the Diversity Ally Award.

Please read the HR Bulletin, there is an upcoming TIAA webinar and Nutrition and Dietetics is going to be doing a virtual grocery store tour. Affordable and Healthy Cooking during COVID-19:  https://slu.zoom.us/webinar/register/WN_fUNvr4ziQ16whpdkRVRkwQ

The University Leadership Committee consensus was that they would probably be doing the Pulse Survey sometime in December or early January with a full feedback survey later in 2021.

Parking: everybody to please make sure that you register your vehicle so that you don't get tickets for not having your vehicle registered if you're parking in a SLU garage. If you get a new
license plate, please update your plate and parking under My Tools. If you discontinued your parking deduction, remember that you must pay when parking in a SLU lot. Also, please be mindful of the lot changes in spring because of the new hospital.

Please let Sue Stevens or another SAC member know if you have a speaker you’d like to hear from or a presentation you want to have hosted by SAC.

**Monthly Spotlight:**

**Blue Santa:**
This year everyone is being asked to donate money instead of toys. Discounted buying through a lot of locally owned businesses here in the St. Louis area will get the toys to the children but we're also going to expand based on some needs that we've heard from some of our community partners for warm clothing for children as well. A goal at $5,000 to start and we'll raise that as we go along. If we can just get 2000 people to donate $10, that gets us very close to our final goal of $20,000. It is estimated that about a third of the children in the city of St. Louis are living below poverty level. As our Jesuit mission calls us to do, I hope that everybody will be able to participate. I hope you will promote this throughout your areas. Merry Christmas to everyone.

Link: [https://billikenbackers.slu.edu/project/23569](https://billikenbackers.slu.edu/project/23569)

**Esmeralda Aharon, Program Director, Staff & Community Engagement**

Esmeralda is a veteran of the United States Air Force, retiring this past May after 26 years of service. It is her responsibility to work in collaboration with hiring managers to attract and retain under-representative individuals. This position will also entail a focus on senior level staff and managers, providing staff development and engaging the community and connecting the St. Louis Community with the School of Medicine with a focus on mitigating healthcare disparities. She’s been working with HR and other organizations at SLU to provide what our staff needs, staff development and connecting our students with the community.

Please reach me via email at esmeralda.aharon@health.slu.edu.

**Pam Abbott, Interim Clinical Services Manager for SLU Physical Therapy Clinic**

We started providing PT services to athletics in like the early 2000s. We had a faculty member and department chair who started to do a couple of consults here and there for athletes who were maybe struggling with more complex issues. That grew from those couple of consults to now having two full time therapists and three part time therapists. We are located in Marchetti West. We’re on the north campus, right near Grand and Laclede Avenues. We serve mostly students, faculty and staff, but we also have the ability to see patients in the larger community. The majority of clinicians that are working are board certified in orthopedics. We also have a orthopedic residency program; they just get a lot of mentorship, didactic content, teaching opportunities, and then a lot of informal mentorship as well too as they as they work through their patient care. They are licensed PT’s, this is a higher level of clinical practice and academics to get them towards their board certification. We see everything from spine concerns, foot/ankle
problems, TMJ, running evaluations, balance concerns and knees after concussion issues. We'll refer out to one of our neighboring PT clinics within SSM for special cases. We are very heavy into movement training. We do a lot of motion analysis and teach people how to move better, so that they can be more functional in their daily lives.

Question: Do you take referrals?
Yes, we do see some patients through referrals. Our hours typically are eight to five, Monday through Friday, so kind of pretty similar to what you would expect at a medical office.

And you take different types of insurance?
Yes, we do; we see a wide variety of insurances.

Can SLU PT Clinic be requested specifically?
In Missouri that comes with an order or prescription, but right now, we still operate with a physician referral. And so that functions the same way as if you've got a prescription for an antibiotic, you can go to Walgreens/CVS/Schnucks, etc. PT scripts are no different.

What if someone doesn’t have a referral or prescription and wants an assessment?
If you've had routine care with a SLU physician it is possible to get those orders without a face to face visit. It will depend a little bit on if there's a need for imaging or other further medical evaluation prior to PT. Talk to your physician.

Advice for home office ergonomics and the best practice for a desk setup?
Google ‘workstation or desk computer economics’ and get a picture that will show you what angle your elbows should be at in the hip and the knee joint. What can be hardest is how we can modify things at home or even sometimes at work to meet those positions. I think the best practice is to find opportunities to vary your position while you work if you're going to be required to be at a computer for the duration of a day. Sitting is really not ideal for any of us even in the best posture. If you have the opportunity to do some of your work sitting and some of your work standing you should do that. I always ask people to really investigate their environment and look for tabletop, flat surfaces, counter heights: things that might be a little bit more conducive to a good standing posture as well. Other options are changing your seating surface to a stability ball, or Swiss ball, to take some relief off of the chair sitting.

What are the benefits to standing compared to sitting; why is sitting harmful?
Sitting puts a lot of stress through our spine. Some studies have shown that you can have more stress and force through your spine when you're sitting compared to running. Even with good posture sitting does wear on you throughout the day. To be able to stand and load your spine differently can make a difference.

Skillsoft has a video on Office Ergonomics that might be of help: https://slu.skillport.com/skillportfe/main.action?path=summary/COURSES/ehs_hsf_c04_sh_enu
Katherine Cain, Executive Director, St. Louis University Workforce Center
The center opened in 2013. We are located in the Wool center on North Campus. We train around 1200 professionals a year. Our class offerings are day, night, virtual and we also do custom group training. Our instructors are mostly adjunct practitioners in the field. All our training is delivered in top demand video conferencing platforms; we use Zoom, WebEx, etc. It's a simple enrollment, there's no application process. Our classes can range from two days to five weeks, just depending on the topic. When I say 400 different courses, that's everything from Excel, Cyber Security, Cisco Networking, and Tableau, etc. SLU employees, alumni, and students get a 15% discount.

Our website is https://workforcecenter.slu.edu/. We have project management, self-paced online solutions, and web development. We help dislocated workers, earn certifications to get back to work. We have our free info session, a one hour Creating a Remote Culture of Engagement and Productivity. This is free/complimentary, you get a certificate of completion and professional development hours. It's all virtual. December 2, all you'll have to do is register, put in your name and email address, and we’ll send you the invite. For team members, it’s a great way to get motivated working in these challenging times. But it's very motivating and can help you both professionally and personally. If you want to stay connected, and receive newsletters, we have sign up to receive our newsletter so you can see when the new free sessions are. We schedule by the demands of the marketplace. We will take you down on a waitlist and when we get enough people, we will add it to the schedule. We have a PDF that tells you exactly what is coming up in the next three months on the website.

Questions:
What type of discount is it for a group of people?
Group training is much more cost effective. If you have six or more people on your team, it will be almost half the price of our public registrations. We can shorten the course too and make it very customized for your group.

A questions was asked that was very specific and the questioner is to contact Katherine directly for an answer concerning custom group training.

Next Meeting: Thursday, December 17, 2020
12:00 – 1:15 PM

Adjournment: By Sue Stevens at 12:41 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

- **Staff Advisory Executive Committee**
  - *Chair* – Sue Stevens
  - *Past Chair* – vacant
  - *Recording Secretary* – Jenni Franey
  - *Corresponding Secretary* – Kristin Hrasky
  - *Membership Coordinator* – Rachel Young
  - *Treasurer* – Kathy Barbeau

- **Staff Advisory Sub-Committees**
  - *By-Laws Committee* – Kathy Barbeau, Sue Stevens, Rita Stites
  - *Service/Events Committee* – Food Truck Rally – Stacy Mack

- **University Committees**
  - *Campus Recreation Advisory Committee* – Robert Pampel
  - *Grassroots Working Committee* – vacant
  - *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
  - *Workday Transition Committee* – vacant

- **Board of Trustee Committees**
  - *Academic Affairs* – Sharon Spicer
  - *Business & Administration* – Sue Stevens
  - *Development* – Rhonda Arl
  - *Marketing and Branding* – Kristin Hrasky
  - *Mission and Identity* – Christine Luebbert
Staff Advisory Committee
Saint Louis University

Meeting Minutes for Thursday January 21, 2021
VIA ZOOM

Members and Guests Present:
Kristin Hrasky, Bob Gagne, Rachel Young, Mickey Luna, Jenni Franey, Michael Lucido, David Heimburger, Kyle Collins, Terri Rebmann, Michael Lewis, Fred Pestello, Kathy Barbeau, Robert Pampel, Justin Smith, Dawn Schwartz, Helen McCormack, Donna Neely, Colleen Schneider, Jeannine Hurlburt, Margaret Snodgrass, Deborah Jaegers, Rhonda Arl, Judith Colyott, LeeToya Grant, Maggie Callon, Krista Karwoski-Siebert, Ashley Hagerstrand, Jennifer van Driest, Denise Parker, Kalen Reichert, Tonya Doublin, Kelly Paladin, Denise Andre, Ellen Weis, Erin Schmidt, Sharon Spicer, Patricia McQueen, Robert McNair, Evelyn Shields Benford, Dee Miller, Christina Butler, Natalie Sevener, Kellie Dalton, Jan Herweg, Linda Gwinn, Kelly Maher, Alexis Bruce-Staudt, Katherine Knuckles, Nat Hilterbrand, Kathy Schaab, Susan Torretta, Mary Krieg, Missi White-Luster, Amanda Sahaida, Mary Drexl, Peter Garvin, Carie Rakers, Erica Lauriello, Tonya Gallina, Edith Brown, Jordan Kennamann, Matt Campbell, Heidi Moore, Elizabeth Masters, Susan Ganey, Janet Gannon, Andrea Flynn, Kathleen Linnenbrink, Patricia Osmack, Tammy Grant, Kathy Neuner, Lauren Davis, Sherry Ashford, Debra Blanquart, Lora Mueller, Allese McVay, Christopher Grabau, Jennifer Oppermann, Emily Bishop, Matthew Olwig, Katherine Dingley, LouAnn Biermann, Eric Miller, Elizabeth Torno, Anne Imlay, Nancy Childrey, Steven Tinge, Mindy Lewis, Jennifer Elwyn, Kathryn Dortch, Joann Biehl, Summer Mattina, Mary King, Karen Bolinger, Antoinette Dean, Nancy Young, Delia King, Sheila Byers, Ginger Adkins, Christine Luebbert, Pamela Jackson, Lynda Hetlage, Ian Taylor, Riley Coyle, Aaron Wiesen, Esmeralda Aharon, Stacy Godlewski, Mary Barrale, Emily Anstoetter, Jenna Rikard, Shawnee Magparangalan, Angelo Smith, Heather Brock, Debbie Dill Garvin, Sara Bauman, Jennifer Baine, Kristina Bryan, Mary Cook, Trevor Juenger, Christine Rogers, Edward Pfeiffer, Hillary Daniel, Laura Schrubb, Frances Stevens, Ashley Jost

Call to Order 12:00 and Reflection:
“Problems are not stop signs, they are guidelines.” Robert H. Schuller

Approval of minutes:
Approved

Announcements:
Dr. Martin Luther King Jr Tribute is on Thursday January 28 at 2:30 PM. You can find more information on Newslink. Also, please don’t forget to look at the HR Bulletin, it talks about the new Roth contribution options for 403B. H.R.’s also rolled out a new business manager program: please look at the HR Bulletin for more details.
Monthly Spotlight: President Pestello and Staff

Dr. Fred Pestello has been the President of St. Louis University since 2014. David Heimburger is the Vice President and Chief Financial Officer. Mike Lucido is Senior Vice President for Facilities Services. Terri Rebmann is the Associate Dean for Academic and Faculty Affairs, Special Assistant to the President, Director of the Institute for Biosecurity and a Professor of Epidemiology and Biostatistics. Mickey Luna is Vice President for Human Resources. Kyle Collins is the Interim Vice President and Chief Information Officer, and Mike Lewis is the Interim Provost.

Dr. Pestello began by expressing his appreciation of being able to meet with SAC members, guests, and the work that Sue does and the university-wide committees on which she serves to represent SLU, as well as the entire SAC leadership team.

Dr. Pestello acknowledged the difficult year that has passed with the Corona Virus Pandemic, hurricanes in the south, the Black Lives Matter movement, and demands for accountability, equal justice and opportunity. Dr. Pestello reminded everyone of the Jesuit Mission that calls us to create a better future for everyone. And despite these many challenges our fall term was a relative success. There is no evidence of the spread of the coronavirus in our classrooms or laboratories. These results are a testament to our student’s self-discipline and their fervent wish to keep our campus open. Dr. Pestello thanked the staff and faculty of St. Louis University for the sacrifices made for our students, patients, the university, and for our region. He also reminded us we all owe a particular thank you to you who have served on the frontlines of this battle with the virus. Dr. Pestello recognized the University’s successes: maintaining Standard and Poor’s AA ranking, being named an EPA’s Top Green Power Partners, recognition by the Princeton Review for being #7 for Community Outreach and the Counseling Center was named #17 in the nation. Forbes ranked us last summer as the fifth best place to work in the state of Missouri and the best place to work that is headquartered in St. Louis. US News and World Report gave us good marks in several areas as well. And we’ve remained a best college for veterans, which acknowledges the work done to make the institution affordable to those who have served in our military.

In summary, Dr. Pestello stated we have a compelling mission, a clear vision, a committed staff, and an accomplished faculty. Together we’ve demonstrated our ability to provide talented young people with a rigorous Jesuit education, an ability to rapidly turn around our medical practice to continue to provide exceptional compassionate care to the area's population, our ability to attract and retain students based on the quality of the rigorous Jesuit education. We’ve demonstrated our ability to grow our scholarship and research by hiring, retaining and supporting excellent scholars; to continue to secure substantial gifts and grants to support these efforts; to partner in the development of the area surrounding the campus in a manner that allows us to advance our mission; to address the many challenges wrought by the greatest crisis: modern higher education in the face of COVID-19. Dr. Pestello has hopes we can begin returning to campus mid-year and concluded by stating the motto ‘We are OneSLU’.

Q and A:

Q: 403(b) Match: When will it be returned?
Dr. Pestello put the question into context by beginning with how things were going extremely well for SLU in Fall of 2019. Then in March 2020 COVID hit and we took an immediate hit on the financial side. The primary source of revenue is tuition. Tuition is based on the net tuition which is based on two things: the number of students we have and how much they're paying. With less revenue (because of less students and more discounts) the university had to either cut the number of people or cut compensation to the number of people working, or both. The board fully supported that we would do what we could not to terminate people, instead, we would reduce our benefits and freeze compensation. Also, higher paid members of the university would take salary reductions. This is a true existential crisis for higher education. If you read the Chronicle of Higher Education, you know that many schools are taking dramatic steps to reduce their staff, including termination of tenured faculty. These are dire times for many schools. There's no doubt SLU will survive this. We're in a strong enough position to come through it. But we are not immune from these pressures and the intense competition for students and philanthropy. Even though many people, because of the conditions under which we operated did not have truly full-time work, we kept everybody. And we knew if we made reductions it would disproportionately, not exclusively, impact staff and our lower paid staff. We decided to keep them with us. We've got to revisit that and see where we are at as we go into the summer and fall. Keeping current numbers of staff will have consequences for what we can do in terms of salary and benefits. Or do we start to reduce the size of our employee base and begin to enhance the salary and benefits side? That's the struggle with which we grapple. I am hoping, not promising, that we can restore some of that 403(b) match and provide salary increases this summer. The number of students we're able to enroll and the percentage of tuition that they can pay will determine what we can do. And on the medical side it will depend on the ability to practice to continue to provide quality compassionate care. David Heimburger added that this doesn't go away in a year. Smaller classes present at least a 4-year problem. It takes four years to move past the total impact of what we're experiencing. Dr. Pestello mention things we are doing to increase revenue: Net revenue positive graduate programs; an academic program review about reducing the number of academic programs; and faculty teaching loans.

Q: If an entire office has been vaccinated can a supervisor require everyone in that office to return to work in person?

A: SLU will continue with the policy of trying to limit the number of people who are on campus through the end of the semester. The return will probably be based on what governmental entities share with us on the appropriateness of having people in larger quantities and higher density within our campus and working together. The decision about public health safeguards and restrictions is based entirely on disease transmission rates in communities.

Q: When the departments can expect to receive department specific results from the 2020 feedback survey?

A: I would anticipate the university wide results will be shared in early March. It won't be done as it has customarily because the whole purpose of this survey was to get to do an abbreviated snapshot of how we're doing in particular areas.
Q: Will there be hazard pay for employees are required to work on campus daily?

A: There are no current plans to issue hazard pay. The sole purpose for asking people to work from home was to reduce the density of our people on campus. It creates a better environment to reduce community spread by having fewer people on campus.

Q: Is there any testing option or requirement for staff and faculty before coming back to campus? Why or why not?

A: We continue to offer symptomatic testing to all our employees whether you're working on or off campus you may simply make an appointment with OEH to be tested. In terms of asymptomatic testing: we're not currently offering asymptomatic testing to our employees. Our asymptomatic testing plan is focused primarily on our on-campus students just as we did in the fall. We are not seeing disease transmission that's associated with classrooms, lab spaces or any workspaces on campus. So epidemiologically, it does not make sense to invest, or put a lot of effort into offering asymptomatic testing for employees because it's not a high-risk environment for those individuals. We also lack the infrastructure to be able to do that on any kind of meaningful scale.

Q: Is there a timeline for returns or what accountability exists to make sure those are working from home are productive? And finally, would we consider being more flexible about working from home long term?

A: We recognize in many places that remote work can be something available to people. But we also recognize that the nature of what we do is very different than a business. The work that we do in supporting our patients and supporting our students oftentimes does require that face to face contact that that personal touch. We're grappling with how do we continue to offer some flexibility, where it makes sense, as a university going forward. But we also balanced that against what we view as the importance of being together, and being with our patients and students. We'll continue to talk about and determine how do we balance those interests. The other thing that we've talked about is if we have some possibility for increased flexibility. There might be opportunity to think about the numerous buildings and offices we maintain and there may be some savings opportunity that could come from consolidation space and creating shared spaces instead of individualized offices and workspaces.

Q: Will there be an opportunity for a VERP?

A: That has not been discussed at this time.

Q: How are we educating students about the importance of public health safeguards?

A: We are renewing and examining all of our communications from fall, and looking at ways to improve, expand and enhance those. We're making students sign the campus commitment again coming in for this spring semester. We're also considering expanding that into student organizations and having the organization's leaders sign a campus commitment saying that they
agree that their organization agrees to follow all of the public health safeguards and not host social gatherings or parties that would violate some of our public health protocols. We also instituted, in the fall, a program called Public Health Ambassadors, which is a group of undergraduate and graduate students who are engaged in health communication and health education across campus. Their primary focus has been COVID-19, and then influenza vaccination as well. They're developing new messages, PSA’s, posters and other kinds of messages to remind students about the importance of being vigilant in following all these public health safeguards. They’re also changing messages to address some of the issues that we saw in the fall to make sure that students understand that how to follow those protocols.

Q: Will be a search committee to replace the next Director of Public Safety?

A: First, David Heimburger stated: I like to say Jim, thank you. I love you like a brother, albeit an older brother, and we appreciate everything you've done. There will be a search committee. Darryl Walker was named the Interim Chief of the Department of Public Safety. Most likely the earliest that search would take place would be in the fall of this year.

Q: Can we expect raises in July? Will there'll be adjustments based on equity?

A: We have to determine what the spring semester looks like from the COVID standpoint and how that impacts our financials. All of us hope to get back to the point where we can have a robust compensation increase with addressing equity type issues, and restoring some of the benefits that have been cut some or all the benefits have been cut. We just don't know how quickly that can happen.

Dr. Pestello added: People have raised the issue about a staff compensation benchmark study, could you let our colleagues know where things stand with that?

A: We put that on hold because of the pandemic. We do intend to reinstate that study this year.

Q: Please give an update on the status of the student-side workday roll out.

A: The student information system move to Workday is on hold indefinitely. There were several areas where it just wasn't prepared to handle and support our needs. It will be two to three years down the road when we'll take another look it. We will not move forward towards any alternate system until we are very sure and everyone is comfortable choosing the right path forward for us.

Dr. Pestello: I want to thank the IT team under Kyle's leadership for addressing the issues with the roll out of Workday so well. There isn't a single day that goes by without bad actors, attempting to break into our university, through the internet. Other universities have had somebody crack into their system, get complete control and shut down everything in terms of the computers and phone system. Imagine what would it be like if that happened to us next week, where there were no computers or phones, everything completely shut down. It took months to begin to rebuild their systems and get close to where they previously had been. It would bring our organization to its knees. And all it takes is one person, gaining entry through any one of us
who opened something they shouldn't have opened. Kyle was asked to address this:

A: Kyle Collins: One of the things you'll be hearing about is we're implementing a new multi-factor authentication system. It gives us much more robust security by the management of our accounts and passwords, but it also gives a lot better functionality out to the individuals who are using it. Part of the onboarding process that you'll be learning logging in to set up your new password. Everyone is going to have to do a password change over the next couple of months. We are going to encourage the use of passphrases which are shorter sentences and things like that so you can more easily remember. We're not going to force the use of numbers anymore; we think there's some really good features. We know we ask a lot of our community to help us with these things, and we don't ask it lightly, and we do look for these opportunities that we think are going to not only improve security but also improve the experiences.

Q: Can employees use part of the 10 COVID sick days for the vaccine, if they have side effects?
A: Yes

Q: Is there a comprehensive list of software used across all of the different units on campus?
A: There is not. ITS doesn’t have visibility into all the software purchases done at SLU. We do have lists of software that we provide. We are implementing a new asset management system over the next six months and our first step will be around tracking hardware better to meet audit requirements and improve information security. If you have a question about a certain application contact our ITS team, whether it's an email to helpdesk@slu.edu or by reaching out to one of our individuals on our team we can help you find that information. (phone support: 314-977-4000 or toll-free 1-844-348-3957)

Q: Are those that have already been working on campus in the fall and spring be eligible for vaccination earlier than those that are able to work at home?
A: The overall prioritization plan comes from the CDC from the federal level. It then moves down to the state level, and the state then gets to decide how to interpret those plans in greater level of detail. In addition, it moves to the next step, which is the vaccine provider sites themselves also get to develop their own prioritization schedules, if they choose to, or they can simply open things up widely based on what the state tiers say. You can't violate anything that comes from the state or the CDC but you can go more detailed in a way that they do not. SLU has applied to become a vaccine provider we have been approved, but we do not yet have vaccine on-site and we are not yet administering that vaccine to our community but hope to do so very soon in the future. We will have a prioritization plan in terms of whether we’re going to open up tiers exactly the way the state lays it out, or whether we will prioritize based on various factors. We have a multidisciplinary team at the university level that is currently discussing our prioritization plans. When we have developed and finalized those plans we will share those with the entire community.

Q: We want to know when we can expect to see the completion of academic program reviews that would entail reductions in programs and faculty?
A: I think this question is probably asking about an academic portfolio review which we're currently undergoing and I will be communicating what I've been recommended by that committee and what the impacts on faculty would be in the coming weeks. Since the fall of 2015, we have reduced faculty by almost 100 faculty, but our student numbers are down as well. We are working hard to reduce the faculty. Again, I'm not sure portfolio review is going to be the best way to do that but we continue to work towards having the right size faculty.

Q: Is it true that those who helped the University with a portion of their pay during COVID restrictions are going to receive back pay?

A: There are two categories. The first is SLUCare. All the physicians/clinicians took a 5% reduction of his or her salary at the beginning of the fiscal year. The decision was made that the physicians would get a 5% added back, but not retroactively. Physicians will be retroactive to January 1, 2021. They probably won't get the increase in the January paycheck, they'll probably get it in February and it will include the January increase. Second is academic deans, the men's and women's basketball coaches, and vice presidents took a 10% reduction (most everyone) and the President took a 20% reduction. There's been no conversation around restoring anything or back pay related to those components.

Q: What are COVID sick days? My understanding was that if we contracted COVID we were to take our normal sick days for recovery, and be allowed a negative balance that would be eliminated at the end of the pandemic.

A: Your understanding is correct.

Dr. Pestello final words: This has been a very difficult 10 months for everyone, and an extremely difficult time for many. I think it's going to be a very difficult semester ahead. I can't sugarcoat it: there's going to be a lot more pain and suffering in our families. I don't think we will be through the worst of the pandemic until well into the spring and perhaps well into the summer. Nonetheless, we keep our university going to continue to serve those at the heart of our mission, primarily our students and patients. We can't do that without you and I want to thank you for all you were doing there. In addition to dealing with the pandemic, there's a lot of other work going on at our institution from some very high level searches that are underway or will soon be started, to several initiatives that have been in the works for years: looking at workload issues, program review, and restructuring. We are coming at this from a position of relative strength. Over the past year we're working hard to bring in a class, raise money and to keep the practice operating at a level that is financially sustainable. Thank you for your contributions to these efforts for serving our mission and making the sacrifices necessary to keep us moving forward. Thank you Sue and thanks to all of you who are leading SAC.

**Next Meeting:**    Thursday, February 18, 2021
                      12:00 – 1:15 PM

**Adjournment:** By Sue Stevens at 1:09 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

• **Staff Advisory Executive Committee**
  
  Chair – Sue Stevens  
  Past Chair – vacant  
  Recording Secretary - Jenni Franey  
  Corresponding Secretary – Kristin Hrasky  
  Membership Coordinator – Rachel Young  
  Treasurer – Kathy Barbeau  

• **Staff Advisory Sub-Committees**
  
  By-Laws Committee – Kathy Barbeau, Sue Stevens, Rita Stites  
  Service/Events Committee  
  - Food Truck Rally – Stacy Mack  

• **University Committees**
  
  Campus Recreation Advisory Committee – Robert Pampel  
  Grassroots Working Committee – vacant  
  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  
  Workday Transition Committee – vacant  

• **Board of Trustee Committees**
  
  Academic Affairs – Sharon Spicer  
  Business & Administration – Sue Stevens  
  Development – Rhonda Arl  
  Marketing and Branding – Kristin Hrasky  
  Mission and Identity – Christine Luebbert
Meeting Minutes for Thursday February 18, 2021
VIA ZOOM

Members and Guests Present:
Kristin Hrasky, Pamela Jackson, Kathy Barbeau, Enbal Shacham, Molly Schaller, Christine Luebbert, Terri Rebmann, Maureen Wangard, Jenni Franey, Sharon Spicer, Missi White-Luster, Rachel Young, Karen Bolinger, Ellen Weis, LouAnn Biermann, Lauren Davis, Linda Gwinn, Maryann Barrale, Esmeralda Aharon, Katherine Knuckles, Matt Campbell, Kellisa Fiala, Jennifer Oppermann, Allese McVay, Erica Lauriello, Lynda Hetlage, Dawn Schwartz, Helen McCormack, Sheila Byers, Matthew Olwig, Heidi Moore, Hillary Daniel, Nancy Young, Patricia McQueen, Mindy Lewis, Lynn Grimshaw Maitz, Pat Hoffarth, Susan Ganey, Trevor Juenger, Toni Dean, Kalen Reichert, Alexis Bruce-Staudt, Kathleen Linnenbrink, Andrea Flynn, Janet Strader, Riley Coyle, Tammy Grant, Tonya Doublin, Dee Miller, Ginger Adkins, Donna Neely, Julie Miller, Colleen Schneider, Sara Rae Womack, Diane Goebel, Delia King, Kathy Wolf, Kirsten Miller, Justin Smith, Sue McGahan, Carol Stengel, Edith Brown, Tabitha Crawford-Obialo, Kristina Bryan, Jennifer Elwyn, Anne Imlay, Kris Siebert, Cathy Baumann, Emily Bishop, Judi Buncher, Jan Gannon, Denise Parker, Mary Lou Pereira, Heather Brock, Susan Torretta, Loretta Edwards, Stacy Godlewski, Mary Cook, Ian Taylor, Kathryn Dortch, Bob McNair, Sue Stevens

Call to Order 12:00 and Reflection:
“Choose Joy. Don’t wait for things to get easier, simper, better. Life will always be complicated. Learn to be happy right now. Otherwise, you’ll run out of time.” - Anonymous

Approval of minutes:
Approved

Announcements:
Staff Advisory Executive Committee for Fiscal Year 2021/2022 is opening nominations on Monday, February 22, 2021 and closing them March 12, 2021. A form will be sent out. Please consider staff you feel will represent us well. Chair elect, a two-year commitment will be open. Self-nominations are acceptable as well as standard anonymous nominations.

Tuition Exchange and FACHEX recertification deadline is February 26, 2021.

The business manager program is available and there is a Workday training on procurement February 24, 2021.

Check the HR Bulletin for more information on the previously mentioned items as well as performance reviews, which are now in progress.
Monthly Spotlights:

Enbal Shacham, Ph.D., Professor of Behavioral Science, COVID-19 App;

Dr. Shacham and her team developed an app to track and monitor real time COVID-19 symptoms and the location of symptomatic individuals. Dr. Shacham is a professor in the College for Public Health and Social Justice and Associate Director of the Geospatial Institute. Dr. Shacham has about a decade of experience figuring out how location influences our health outcomes.

Link to Article: https://www.slu.edu/news/2021/january/covid-tracking-app.php

Together with Flavio Esposito, Reza Tourani, Roberto Coral, and Rahul Chauan; Dr. Shacham created the app to measure the symptoms of COVID-19 in real time for TSA agents. TSA did not choose to use the app, but the app is still available to help and support businesses and their employees crate a safer and healthier environment. St. Louis County Department of Health is using the app and testing it among their staff. The app uses Bluetooth to share the location of people testing positive, letting others with the app know if they’ve been in close proximity in the past two weeks. It is available for Android and iOS and is a daily survey of symptoms, but the app is adaptable for different business needs/situations. The questions are answered and if you need to quarantine the app will give you resources on that topic. Another feature is the map where it is possible to select global cases or smaller geographic areas to get updates. Currently contact tracing is being added, it isn’t fully incorporated, but will be available soon.

Question: Why doesn’t SLU use this app instead of Campus Clear?
Answer: The timing was challenging and having an app that is a business outside of SLU is preferable.

Terri Rebmann, Ph. D., Special Assistant to President Pestello COVID-19

Dr. Rebmann keeps Dr. Pestello apprised of what is happening with COVID-19 on campus and in general. The latest updates were discussed.
Currently, St. Louis appears to be in the downward part of the second wave of the pandemic. The baseline rate is higher, but infection and hospitalization rates are decreasing. The state of MO and across the US the trend is similar. Although this is good, restrictions need to be adhered to in order to continue the trend.
On campus there has been one infected staff member over the past two weeks and there still is no documented case of disease transmission in any classroom, lab or workspace on campus. However, the student population is seeing an average of 5.5 new cases per day. There is an investigation by the Student Conduct Office of a Greek organization having multiple cases due to reported off campus activities. Another cluster of students, all from the same major, met unmasked and are being monitored and tested. These two events caused a large number of cases for the student population.
SLU is an approved vaccine provider by the state. Once the vaccine is given, state phases and tiers will be followed to begin administering vaccine on campus to employees and students. So far, SLU has applied every week but has not been approved for the vaccine. There is a plan ready to go for a vaccination clinic within three days of receiving the vaccine.
Question: What outlets or opportunities are offered to students given that we are discouraging large gatherings?
Answer: Student Development Office is working on offering SLU sponsored small social events that can be done safely with masks and social distancing to provide a sense of community to the students. Options are being implemented and students are being asked for ideas.

Question: Can future communications make it clear that mask wearing is still required, even if the student has been vaccinated?
Answer: Absolutely. All public health mitigation factor and strategies stay in place, regardless of vaccine status.

Question: Will there be a sign-up program for staff vaccination?
Answer: Yes, an email will go out soon to collect information from individuals interested in being vaccinated. In the meantime; if you have access to a community site, we highly recommend you get that because we do not know the timing for the campus vaccine.

Question: Where will the vaccination clinic be held?
Answer: Simon Recreation Center

Question: Once the vaccine is received, how is it decided who gets the vaccine?
Answer: State prioritization plans in terms of phases and tiers will have to be followed. Individuals who are eligible can sign up when we send out the communications.

Question: Is there a tipping point when President Pestello would decide that campus must close due to high (student) COVID cases?
Answer: President Pestello would decide that with a group of multidisciplinary individuals who are working in the COVID response area. Positivity rates, number of infected cases and how full the isolation/quarantine housing is would be indicators. It is much more likely that we would implement additional interventions to slow disease transmission on campus rather than a switch to completely online.

Question: Will there be a location for the medical school staff and are they included in the sign-up process?
Answer: Yes, all SLU employees and SLU affiliated employees (Sodexo) will also be allowed to be provided vaccine on campus.

Question: Will employees living in Illinois be eligible for the vaccine at SLU?
Answer: Yes, allowances for employers, such as SLU, that employ individuals that live in another state have been verified for Missouri. SLU can vaccinate regardless of the employee living in MO or IL.

Maureen Wangard, Ph.D, & Molly Schaller, Ph.D.,
Student Personnel Administration & Higher Education Administration Programs

Dr. Wangard and Dr. Schaller are presenting opportunities with the Master of Arts in Student...
Personnel Administration in the Ph D program in Higher Education Administration.

Link Shared by presenters:
https://www.slu.edu/education.degrees/higher-education/index.php

The program is intended to prepare people to work with anything that has to do with administration in higher education, especially as it relates to students. It is intended to be for people who have that kind of experience or are willing to get that experience. There have always been virtual options, but now in-person classes start at 4:15 pm and can be more flexible than that if needed. The classes are focused on increasing understanding of what college students go through in their development this day in age. A focus on social justice and development of leadership skills are attributes that are exciting as well. There is a lot of professional backgrounds that come together in this program and that is what makes it a great option even if you aren’t working with students at this time.

The PhD program is for people who really want to work with students. It is a practical program with two focuses: IT administration and a research piece for dissertation.

The post-bachelor certificate in disability administration is also available. If you are interested in working with students with disabilities, this 15-hour program is for you.

Question: Is the GRE still required?
Answer: It was voted to make the GRE optional, and that will be changed after it goes through the system. The timeline isn’t clear, but the application process will change to make the GRE optional.

Question: When is the application due date?
Answer: June 1, 2021 for the Fall Semester.

Question: Can you join with an MBA?
Answer: Yes, many diverse educational backgrounds are accepted.

Please email either Dr. Wangard or Dr. Schaller if you have any questions.

Committee Reports

Missi White-Luster – Policy Review Committee

The Policy Review Committee (PRC) is comprised of many representative stakeholders throughout campus to provide a wealth of knowledge. These individuals have operational knowledge, and can advise and provide feedback to the policy owners who present to the committee. The process consists of the PRC reviewing a new policy or as the need arises for an existing policy that needs updated. The policy is assessed and voted upon to determine if it is ready for a university wide review. If approved for dissemination the policy is presented to the university community for a 30-day comment period. After the 30 days, the committee will review the comments, make necessary adjustments if needed and present the policy to the University Leadership Council. Finally, the President’s office gives approval. Then the Chief Policy Officer will publish the announcement of the new policy on the website and in the newsletter. Since inception in 2019 the PRC has reviewed the following policies: workplace violence prevention, non-retribution, reporting concerns of misconduct, consensual sexual or romantic relationships, harassment, emergency notification, protection of minors, copyright
compliance and use, civil discourse speech and expression, individual outside interest, update the Title 9, staff parental leave and staff vacation.

**Pamela Jackson – President’s Diversity Council**

The committee’s chairperson is Dr. Jonathan Smith, the Vice President for Diversity and Community Engagement. The committee was charged with working with the President to provide resources and support to foster an effective participation of a diverse inclusive community at St. Louis University and the surrounding community. A smaller committee was recently announced to provide a more inclusive environment for the campus community. That committee also was to report (results not shared yet) on the Clock Tower Accords and review the goals and assess their progress. They are working towards goals to address concerns of faculty, staff, students and alumni and develop a structure by which they can implement goals and plans in the future. Pamela is working with Dr. Smith to create a structured means of communication on a regular basis so the needs of university staff can be addressed (as it relates to diversity and inclusion). Pamela hopes to have Dr. Smith as a speaker in an upcoming SAC meeting. Please visit the website for the Office of Diversity and Inclusion to see Dr. Smith’s goals and accomplishments. Contact Pamela directly (or Sue Stevens) with questions or concerns.

**Sharon Spicer – Academic Affairs Committee**

The committee is comprised of stakeholders across campus. They are working diligently to make sure all the things provided for the students are upheld to the highest standards. The new core curriculum was recently announced to be ready for all students to participate in Fall 2022/ Spring 2023. Fall 2021 will have a small pilot group of freshman participating in the new core curriculum to provide feedback for the committee.

**Christine Luebbert – Mission and Identity**

The committee is comprised of board members, faculty, staff and students. The committee has been actively fostering and promoting SLU’s Catholic Jesuit Identity and pursuing ways to ensure those principles and traditions of the Catholic Jesuit Higher Education are integrated in everything we do. The challenge has been the pandemic because it suspended many activities and programs that were done face to face in the past. The committee will be able to move forward once in person meetings become an option again. In the meantime, we are looking for ways to develop the mission.

**Sue Stevens – Board of Trustees Business and Administration Committee**

The committee meets quarterly and oversees all the university’s business processes and finances. The committee looks at enrollment, discount rates given to students; they review all financial data, university budgets and projections, research funding, SLUCare finances and treasury investments. The committee also reviews personnel data, proposed merit increases, equity analysis, staffing levels, benefit changes and all property owned by the university.
Kristin Hrasky – Marketing and Branding Committee to the Board of Trustees

The committee sees Marking and Communications, SLUCare marketing, and Enrollment and Retention management. The points most relevant to staff are the COVID Dashboard and Pandemic Response Pages, Employee Health Page and other staff resources, work to market prospective freshman student and encouragement of SLUCare’s patient to do telehealth appointments.

Marcom Division is handling the communications for the COVID Dashboard. There is high traffic at times and all the latest messages are up there and archived.

Resources for Staff is a new OneSLU Google Site (you must be logged in under your SLU ID) that contains family and wellness resources as well as general messaging about healthcare. https://sites.google.com/slu.edu/new-oneslu-community/home

Employee Health Page was created within the Human Resources web page. It contains physical location, services provided and how to contact them. Before it was unclear who Employee Health served and the page now describes the services available to faculty and staff. (Thank you Kristin per Sue).

The enrollment retention management had to do a quick pivot due to COVID and began to create interactive virtual tours of buildings, laboratories and classrooms. They also began to market to the local community (as students were opting to stay closer to home with the pandemic) and go to test-optional or testing alternatives for incoming freshman.

SLUCare has their own website, similar to the university, with an alert bar providing all relevant COVID information. SLUCare redesigned their whole website and created a media campaign to encourage participation in telehealth. They offer SLUCare Express and SLUCare ENT to all SLU employees and their family member.

SLUCare Express
http://www.slucare.edu/general-internal/slucare-express.php
314-977-1188

SLUCare ENT
http://slucare.edu/otolaryngology/general-otolaryngology/ent-clinic.php
314-977-5110

Please send Kristin any questions (kristin.hrasky@health.slu.edu). The committee meets four times a year, next meeting 2/25/2021.

Next Meeting: Thursday, March 18th, 2021
12:00 – 1:15 PM

Adjournment: By Sue Stevens at 1:07 P.M.
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  By-Laws Committee – Kathy Barbeau, Sue Stevens, Rita Stites
  Service/Events Committee
    - Food Truck Rally – Stacy Mack

- **University Committees**
  Campus Recreation Advisory Committee – Robert Pampel
  Grassroots Working Committee – vacant
  HLC Re-Accreditation Steering Committee – Rachel Young
  Honorary Degrees & Special Recognition Committee – vacant
  Medical Ad Hoc – Sue Stevens
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  Workday Transition Committee – vacant

- **Board of Trustee Committees**
  Academic Affairs – Sharon Spicer
  Business & Administration – Sue Stevens
  Development – Rhonda Arl
  Marketing and Branding – Kristin Hrasky
  Mission and Identity – Christine Luebbert
Meeting Minutes for Thursday, March 18, 2021
Zoom – 12:00-1:15 pm

Members & Guests Present: Alexis Bruce-Staudt, Allese McVay, Annemarie Konz, Carolyn Moran, Cathy Bauman, Cathy Zimmer, Cherish Hoffman, Judy Buncher, Colleen Schneider, Courtney Neal, Crystal Weaver, Dawn Schwartz, Debbie Dill Garvin, Delia King, Diane Goebel, Donna Neely, Edith Brown, Ellen Weis, Emily Bishop, Eric Royer, Gee Lee, Ginger Adkins, Heidi Moore, Hillary Daniel, Ian Taylor, Jan Gannon, Jan Herweg, Jennifer Busken, Jennifer Elwyn, Jennifer Oppermann, Julie Miller, Katherine Dingley, Kathleen Linnenbrink, Kathy Barbeau, Kathy Schaab, Kathryn Dortch, Kellie Dalton, Krista Karowski-Siebert, Kristin Hrasky, Libby Gallogly, Loretta Edwards, Louann Biemann, Lynn Grimshaw Maitz, Maggie Callon, Mary Drexel, Mary Duggan, Mary Lou Pereira, Michael Augustine, Mindy Lewis, Nancy Young, Pamela Jackson, Patricia McQueen, Patricia Osmack, Rachel Young, Rhonda Arl, Riley Coyle, Sandy Gambill, Sara Rae Womack, Sharon Spicer, Sheila Byers, Sue Stevens, Susan Ganey, Susan Torretta, Tabitha Crawford-Obialo, Tonya Doublin, Xtina Butler, Zach Pudlowski

Call to Order 12:00 and Reflection: Sue Stevens called the meeting to order and as a reflection, used a quote from Anonymous, “A negative mind will never give you a positive life”.

Monthly Spotlight 1: Libby Gallogly
New Benefit - Care@Work

Saint Louis University is partnering with Care@Work by Care.com for our NEW family care benefits for fulltime employees. Caring for your family while you work can be a challenge. Whether it is keeping the kids on track with distance learning, ensuring someone is watching the kids while you work from home, after-school care, or the responsibility for aging parents, sometimes you need additional support. Life is unpredictable, so to help alleviate some of these unexpected challenges, Care.com’s suite of family care services is now available to assist.

Saint Louis University will be offering the following benefits to all eligible employees.

- **Care.com Membership**: Premium, unlimited access to Care.com to find caregivers, tutors, errand runners, senior caregivers, pet walkers and sitters, housecleaners, and more ($39/month value that is free for SLU employees).
- **Backup Care for Children**: Access to in-home or in-center vetted and subsidized care for your children when your regular care is not available. Use Backup Care days for school or day care closures, last-minute sitter cancellations, someone to help with distance learning, and more.
  - Full time employees have 10 Backup Care days/year to use for either child or adult Backup Care.
  - Backup Care co-pays for childcare are as follows:
    - $6/hr for in-home childcare
    - $10/day for in center childcare
- **Backup Care for Adults**: Care.com provides Backup Care for adults for rides to doctor appointments, help recovering from surgery, meal prep, care for when regular adult care
is not available, and more. Whether you need an extra hand, or you have a parent across the country who could use extra support, we can help.

- You have 10 Backup Care days/year to use for either child or adult Backup Care.
- Backup Care co-pays for adult care are as follows:
  - $6/hour for in-home adult care

- **Expert Assistance:** This concierge service allows employees to work with one of the Care Specialists to find the permanent care for your family. First, you will design and share the job responsibilities and requirements (including the pay scale and other details) for what is needed to care for your family member. Then, the Specialists will post a job on the Care.com website and review results and applicants to provide you with the best options that fit your needs.

- **Senior Care Solutions:** Your Senior Care Solutions benefit gives you personalized, professional guidance from a Master’s-level social worker around caring for an aging loved one. You can also access a technology platform, The Family Care Hub, to manage the ongoing coordination and communication regarding your loved one’s care needs.

- **Childcare Tuition Discounts:** Tuition discounts are available through Care.com’s service that allows parents to search the St. Louis region and find the right placement options and discounts for their children. Click [here](#) to search for locations that participate in the tuition discount program.

**ENROLL AT SLU.CARE.COM TO ACCESS THESE BENEFITS**

You will use your Employee ID (i.e. the 9-digit number) to register and make sure to download the Care@Work mobile app to quickly request Backup Care!

Once you enroll in the program your 10 caregiver days will populate and will all you access them as needed.

If you have any questions, please email contact [benefits@slu.edu](mailto:benefits@slu.edu).

**Monthly Spotlight 2:** Mary Duggan

Well-being and Mental Health Resources for Employees

**Mental Well-being Resources**

**Employee Assistance Program (EAP)**

Our EAP - administered by ComPsych - can connect you with counselors who can provide therapy services if you are having trouble coping with the stresses from COVID-19. You can reach them by calling 1-800-859-9319. ComPysch has also put together a set of resources specifically aimed at helping our employees cope with the COVID-19 pandemic. They include webinars, short videos and other information. To access these resources [click here](#) and use the Web ID: SLUEAP.

**Vitality Program**

Health and wellness insights by our partners at Vitality provide a wealth of information via articles, blog posts and videos, to name a few. These resources have information that ranges from mental and physical wellbeing, to effective telecommuting, and even suggestions for entertaining children while you work from home. [Click here](#) to access the website and member login.
**Mental Health Resources Webpage**

Human Resources launched the [OneSLU: Supporting Our Community website](#) in April, 2020 to provide resources and guidance for the community. Topics like leading remote teams, technology and family resources, in addition to wellness and mental health resources can be found [here](#).

**St. Louis Parent**—go to [events@mail.stlparent.com](mailto:events@mail.stlparent.com); you can receive a daily email on events and entertainment for children in St. Louis.

**Other Online Resources**

All Staff and Faculty have access to SkillSoft, located on the dashboard under MySLU: Tools. You can access courses, audiobooks, videos, and print materials. You may be prompted to log on using your single sign on credentials. [Log onto SkillSoft here](#). You may also access materials selected to assist you with mental health within SkillSoft [here](#).

**MEDICAL RESOURCES FOR PHYSICAL AND MENTAL HEALTH**

**Virtual Visits**

SLUCare medical professionals offer secure, one-on-one virtual visits for physical and mental conditions—everything from headaches and heartburn to allergies and stress. If you have access to a smartphone, tablet or computer with internet service, you may be eligible for a virtual visit. New SLUCare patients must also open a free MyChart account—an online tool that allows you to manage your appointments, test results and prescriptions; send secure messages to your provider and submit the patient forms required for a virtual visit.

For more information, go to [slucare.edu/virtual-visits](http://slucare.edu/virtual-visits).

Or call 314-977-4440 to request an appointment.

**SSM Mental Health Urgent Care**

SSM Health is proud to offer the St. Louis region’s first and only urgent care/walk-in clinic for adult and pediatric behavioral health services. The Behavioral Health Urgent Care Center is a one-of-a-kind collaboration with multiple community partners, bringing together the clinical expertise of SSM Health’s trusted behavioral health team and the comprehensive support of local mental health resources.

SSM Health Behavioral Health Urgent Care provides immediate access to behavioral health care without the wait for costly emergency room care. You can learn more [here](#).

**ADDITIONAL RESOURCES AND SUPPORT FOR FACULTY AND STAFF**

**Simon Recreation Center**

Simon Rec offers many tools to support your health and overall wellbeing. They have a [collection of resources](#) that will help you keep a healthy mind, body, and spirit. You can also [find virtual exercise classes](#) or exercise in-person at the center on campus.

**Domestic Violence Resources**

Find helpful resources and referrals related to this topic at [Community Resources](#) located on ONESLU.
Workday has twice a year releases and the first on for this year 2021 R1 was recently released. Here are some of the changes you may be encountering:

- The removal of the blue bar at the top of your screen, they are now white.
- When tasks are complete, the reduction of a full screen to a smaller pop-up screen showing the task is complete.
- Rather than returning you to your inbox to select a new task, Workday will now ask, “Do you want to do another one?” Like tasks can be completed at the same time.
- Custom report (CR’s) now have a new feature to change the selection in your report rather than having to refresh your screen to start completely over. Simple select the “change selection” button to make your report changes and resubmit your report.
- Reports now can be extracted to Excel or Pdf.
- For Timesheets have a new look, Time summary is now to the right of the screen, and there is a review button, to review before and then a submit button once time is verified as correct. Same features, just a different look. There are job aids in the job aid & video library.
- Be advised the refreshing of screens in Workday has been an issue this week but a fix is in place to occur over the weekend of 3/20/21.
- To open two Workday screens at once, right click the Workday tab in your browser and it will allow a second screen to open.
Announcements:

**Ballot for the 2021-2022 SAC Executive Board**
Sue will call nominees, next week will send out ballot for member voting.

**Joyce Huelsmann Award Nominations**
A ballot for nominations will be coming out so please make nominations of SAC members exhibiting the spirit the hallmark of Joyce.

Valuable Resources:

**Be sure to open and read your HR Bulletin emails!**

Please join HR for the ninth theme – *Something to Smile About!*
Submit photos of your hobbies, friends, or family, or anything that has made you smile today (big or small). Stay tuned for theme updates! You will be able to view the photos on OneSLU.

To submit your photos, please do the following:
1. Save your submission with the caption as the title. For example, “my-dog-milo”.
2. Click [here](#) to access the Google Folder:
3. To insert the photo, click the “new” button (left hand column + sign)
4. and choose “file upload”.
5. Choose your submission(s) to upload.
6. Do not exit out of the document until your photo has finished uploading.

**Summary Plan Description (SPD) Notice**
A new HR page has been created listing all the Summary Plan Descriptions (SPDs) in one spot. Please visit the SPD page as well as the Important Legal Notices page for applicable information regarding SLU’s benefit programs.

**Business Manager Programming**
Business Manager Programming sessions provide regular opportunities for training on Workday and other professional development topics designed specifically for SLU Business Managers. These sessions will focus on four main themes: (1) Reporting; (2) Budgeting; (3) Purchasing; and (4) Human Capital Management. Information on additional sessions and registration will be announced throughout 2021 in the HR Bulletin, What’s New newsletter, Newslink, and Announcements on your Workday homepage. Please email training@slu.edu if you have any questions. Here is the next session open to enrollment:

**Building and Entering a Budget**
March 23, 2021
9:00 – 10:30 AM

**Next Meeting:**
Thursday, April 15, 2021
Zoom 12:00 – 1:15 PM

**Scheduled guests**
David Heimburger, Vice President and Chief Financial Officer of Saint Louis University
Brooks Goedeker Executive Director, St. Louis Midtown Redevelopment Corporation

**Adjournment:** Sue Stevens at 12:32 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

- **Staff Advisory Executive Committee**
  
  *Chair* – Sue Stevens  
  *Past Chair* – vacant  
  *Recording Secretary* - Jenni Franey  
  *Corresponding Secretary* – Kristin Hrasky  
  *Membership Coordinator* – Rachel Young  
  *Treasurer* – Kathy Barbeau

- **Staff Advisory Sub-Committees**
  
  *By-Laws Committee* – Kathy Barbeau, Sue Stevens, Rita Stites  
  *Service/Events Committee*  
    - Food Truck Rally – Stacy Mack

- **University Committees**
  
  *Campus Recreation Advisory Committee* – Robert Pampel
  *Grassroots Working Committee* – vacant
  *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
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  *Speech, Expression and Civil Discourse Committee* – Anne Imlay, Bob McNair
  *Tobacco Free Workforce* – Ellen Weis
  *University Leadership Council* – Sue Stevens
  *Workday Transition Committee* – vacant

- **Board of Trustee Committees**
  
  *Academic Affairs* – Sharon Spicer
  *Business & Administration* – Sue Stevens
  *Development* – Rhonda Airl
  *Marketing and Branding* – Kristin Hrasky
  *Mission and Identity* – Christine Luebbert
Staff Advisory Committee
Saint Louis University

Meeting Minutes for Thursday, April 15, 2021
Zoom – 12:00-1:15 pm

Members & Guests Present: Alexis Bruce-Staudt, Andrea Flynn, Annemarie Konz, Antoinette Dean, Brooks Goedeker, Carol Stengel, Cathy Cooke, Cathy Donaldson, Colleen Schneider, Courtney Neal, Dawn Schwartz, Debbie Dill Garvin, Delia King, Donna Neely, Emily Bishop, Emily Valencia, Eric Miller, Eric Royer, Ginger Adkins, Hillary Daniel, Jan Gannon, Janet Flach, Jayuni Buescher, Jennifer Elwyn, Jennifer Oppermann, Judi Buncher, Julie Miller, Justin Smith, Katherine Dingley, Kathleen Linnenbrink, Kathy Barbeau, Kathy Neuner, Kathy Schaab, Kellie Dalton, Kristin Hrasky, Kristina Bryan, Lauren Davis, Lora Mueller, Loretta Edwards. LouAnn Bierman, Lynn Grimshaw Maitz, Mary Ann Barrale, Mary Drexl, Mary Krieg, Mary Streif, Michael Augustine, Miriam Joseph, Missi White-Luster, Nancy Young, Pamela Jackson, Patricia McQueen, Patricia Osmack, Rachel Young, Rhonda Arl, Riley Coyle, Sara Rae Womack, Sharon Spicer, Sheila Byers, Stacy Godlewski, Sue Stevens, Susan Torretta, Tabitha Crawford-Obialo, Tonya Gallina, Tori Dean, Trever Juenger

Call to Order 12:00 and Reflection: Sue Stevens called the meeting to order and as a reflection, used a quote from Socrates, “The secret of change is to focus all of your energy, not on fighting the old, but on building the new.”

Minutes: Minutes from the March 18, 2021 meeting were approved.

Monthly Spotlight 1: Miriam Joseph, PhD, Assistant Provost
Higher Learning Commission (HLC) Update

Steve Sanchez PhD, Associate Provost and SLU HLC Liaison was unable to attend. Dr. Joseph's slide deck is attached to the minutes.

The HLC will be conducting the final portion of their ten-year comprehensive review with a site visit on November 15 & 16, 2021.

The Elements of the review are as follows: 1) Assurance Argument (Self Study) Due October 15, 2021. This evidence bast argument that SLU meets all five of the HLC criteria. The document should not exceed 130 pages. 2) Evidence file, plans, reports, tables etc. 3) Federal Compliance Review addresses financial aid, athletics, campus crime, cred hours program length, etc. 4) Student survey that is 15 likert-scale questions. The survey and results are never seen by SLU officials. 5) On-campus site visit.
The SLU process for preparing for the visit is conducted by five Criterion Committees and a Madrid committee made up of faculty, staff and Board of Trustee members. Input is sought from ULC, CADD, Faculty Senate, SAC, SGA, BOT and external and internal consultants. Reviews are conducted by Deans, VP’s, the Provost and the President.

The overall approach: Lead with and proclaim strengths; identify/own challenges and share plans for addressing the challenges. The two biggest issues that SLU has problems with 1818 advanced college cred is out of compliance with the HLC and the other is Donor influence. The HLC is looking very closely at these issues.

Please see the Provost’s website for SLU’s 2021 comprehensive HLC information.

**Monthly Spotlight 2:** Justin Smith, M.S.H.E., Student Engagement Manager
School for Professional Studies (SPS) Certificates

Slide deck attached to the minutes.

The SPS has all fully online graduate and undergraduate certificates and degrees. Six 8 week accelerated terms per year that are taught asynchronous. 8% of the SPS student population is SLU employees.

There are 7 undergraduate certificate programs, 9 undergraduate degree programs and 7 graduate degree programs.

Post -Bachelor Certificates include Analytics, Cybersecurity, Emergency Management, Evidence-Based Decision Making, Information Systems, Organizational Development, Organizational Leadership, Project Management, Strategic Intelligence.

Graduate Certificate requires applicant to have a bachelors and consist of 12 credit hours. Summer session falls under the N/A taxable rate for employees. The total cost excluding books $300. Deadline to apply is Friday August 6, 2021.

**Monthly Spotlight 3:** Brooks Goedeker, Executive Director
Midtown Redevelopment

See slide deck attached to the minutes.

The Midtown Redevelopment Plan will be administered by the St. Louis Midtown Redevelopment Corporation, organized under the Urban Redevelopment Corporations Law of Missouri, whose shareholders are Saint Louis University and SSM Health. One the key responsibilities of the Redevelopment Corporation is to serve as an “umbrella
redeveloper” tasked with overseeing and facilitating development efforts within the Redevelopment Area. To that end, the Redevelopment Corporation will review and approve plans for construction and rehabilitation of improvements within the Redevelopment Area to ensure that these projects comply with and further the goals of the Redevelopment Plan.

The City Foundry Food Hall will open this summer, but the rest of the project has been delayed due to COVID. Fresh Tyme Market is scheduled to open this fall and several organizations are having events on the street near the development this spring and summer.

Element by Westin extended stay hotel has opened and has a restaurant and bar with beautiful seventh floor views. Hotworx a unique workout business model is the first vendor in the building.

The historic MO Armory Building is the largest standing armory building in the U.S. In the 70’s it was a concert venue and the former training location of future tennis pro Arthur Ashe. The Armory will become REC Hall with indoor entertainment.

The Steelcote building which has been vacant since 1972 is the first finished project in the development. Steelcote square is going up with apartments and ground floor retail space. There is also a Community Walgreens in this area.

After a naming contest, the area is now known as Prospect Yards and is now considered a region in our city. Check social media for updates on Prospect Yards.

Near the School of Medicine, Grand and Park, a developer is currently facelifting existing buildings making them apartments and retail space in this Gate District West. Father Biondi bought properties to stabilize the neighborhood. The Redevelopment Corporation got the GDW committee back up and running. They committee addresses safety, beauty and development. University President Dr. Fred Pestello turned over 14 lots to the development committee and 40 homes and condos are under construction with the first residents moving in in June.

**Announcements:**

**SAC Executive Board Elected for 2021-2022**

- Chair - Sue Stevens (2nd year of 2-year term)
- Chair Elect - Judi Buncher
- Recording - Kristin Hrasky
- Corresponding - Patricia McQueen
- Membership - Rachel Young
- Treasurer - Kathy Barbeau
Joyce Huelsmann Award Nominations

The Executive Board of the Staff Advisory Committee (SAC) is sponsoring the 2021 Joyce Huelsmann Outstanding Staff Advisory Committee Member award. This award was established in 2011 to honor former founding SAC member, Joyce Huelsmann (SLU employee 1963-2010). We recognize 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 a hallmark of Joyce. Ms. Huelsmann had a deep commitment to Saint Louis University and more specifically to SAC. 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.

All current Staff Advisory Committee Members are eligible. Nominators must be a current member of the Staff Advisory Committee. Previous recipients are not eligible.

Nominations will be accepted through Friday, April 30, 2021.

Past recipients are:
Carolyn Mulhall, Molecular Virology (2011)
Susan Toretta, Psychiatry (2012)
Cyn Wise, Biology (2013)
Yvonne McCool, School of Nursing (2014)
Sue Stevens, Department of Internal Medicine (2015)
Rita Stites, Department of Pediatrics (2016)
Peter Garvin, Public Safety (2017)
Amelia Blanton Hibner, School of Social Work (2018)
Debbie Dill Garvin, Alumni and Donor Engagement (2019)
Kristin Hrasky, Department of Physical Therapy and Athletic Training (2020)

Below is the link to make your nomination:
https://forms.gle/qcuwAqREuq212p9v5

Next Meeting:
Thursday, May 13, 2021
(Special day and time to avoid graduation conflicts for staff)
Zoom 12:00 – 1:15 PM

Scheduled guests
David Heimburger, Vice President and Chief Financial Officer of Saint Louis University
Mickey Luna, Vice President of Human Resources, Saint Louis University

Adjournment: Sue Stevens at 1:03 P.M.
Staff Advisory Committees and Representatives – 2020 - 2021

Staff Advisory Executive Committee
Chair – Sue Stevens
Past Chair – vacant
Recording Secretary - Jenni Franey
Corresponding Secretary – Kristin Hrasky
Membership Coordinator – Rachel Young
Treasurer – Kathy Barbeau

Staff Advisory Sub-Committees
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Board of Trustee Committees
Academic Affairs – Sharon Spicer
Business & Administration – Sue Stevens
Development – Rhonda Arl
Marketing and Branding – Kristin Hrasky
Mission and Identity – Christine Luebbert
Update on:

10-Year Comprehensive Evaluation

Steve J. Sanchez, PhD – Associate Provost/SLU HLC Liaison
Miriam E. Joseph, PhD – Assistant Provost
Elements of the 10-Year Comprehensive Review

1. **Assurance Argument (Self Study) – Due October 15**
   130-page document via which SLU assures the HLC, via an evidence-based argument, that we meet all five HLC Criteria (and the Core Components and Sub-Components of each Criterion)

2. **Evidence File**
   Appendix to the Assurance Argument. Hundreds of supporting PDF documents, plans, reports, tables/charts, webpage screenshots, etc.

3. **Federal Compliance Review (U.S. Dept. of Ed)**
   Addresses compliance re: financial aid, athletics, campus crime, credit hours/program length, state authorization, etc.

3. **Student Survey**
   15 Likert-scale questions; 1 open-ended response

5. **On-Campus HLC Site Visit(s) -- November 15-16**
   St. Louis campus; maybe Madrid?
On-Campus Site Visit

- Dates: November 15-16, 2021
- Team of 4-5 HLC reviewers (faculty/staff of other HLC-accredited institutions)
- Team meets with BOT reps, President, Provost, VPs, Deans, faculty, students, staff, major committees, etc. HLC team chair sets schedule.
- Team seeking confirmation of evidence in Assurance Argument and additional data to support its findings.
Our Process...

- Primarily, work conducted by 5 Criterion Committees & Madrid Committee
  - Each with 5-7 faculty and staff
  - 2 consulting BOT members (Criterion #2 and Criterion #5)

- Input solicited via:
  - campus wide open fora (Fall 2020)
  - presentations to ULC, CADD, Faculty Senate, SAC, SGA, BOT external and internal consultants

- Reviews/edits by Deans, VPs, Provost, President

- Overall Approach: Lead with and proclaim strengths; identify/own challenges and share plans for addressing
<table>
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| Spring 2021         | ▪ Drafting continues  
▪ 2nd round of presentations to ULC, CADD, Faculty Senate, SAC, SGA, BOT (May)                                                      |
| June 15, 2021       | ▪ Updated draft shared with ULC  
▪ Per input, revisions and drafting continue                                                                                           |
| Aug. 15, 2021       | ▪ Final review by President & Provost completed                                                                                         |
| Sept. 15, 2021      | ▪ Assurance Argument and related work essentially completed (pending late updates, link checking, etc.)                                  |
| Oct. 15, 2021       | ▪ Submission deadline to HLC                                                                                                             |
| Nov. 15-16, 2021    | ▪ HLC On-Campus Visit                                                                                                                   |
Beyond the “standard” topics, several key issues will be addressed, including:

**All Criteria: Short & Long-Term Impacts of COVID Pandemic**

**Criterion #1: Mission**
- Strengthened, More Demonstrable Commitment to Justice, Equity, and Diversity
- Leadership Increasingly Mission-Oriented

**Criterion #2: Integrity**
- VP for Compliance & Ethics; Policy Development Standards, Processes, Maintenance & Review Protocol
- 1818 Program Concerns
- Donor Influence
Notable Self-Study Issues/Topics (continued...)

Criterion #3: Teaching & Learning
- New Core Curriculum
- Inclusive Teaching Training
- Faculty Qualifications (1818 Dual Credit)
- Distance Education Pedagogy Training

Criterion #4: Assessment of Educational Impact
- Core Curriculum Assessment Plan & Pilot
- Maturity of Program Assessment – But Gaps Remain...

Criterion #5: Resources & Planning
- Increased transparency (financial, planning, dashboards, etc.)
- New Residence Halls, ISE Building
- Bain & Magis Operational Excellence Program
- Academic Portfolio Review; Workload Review
- Need for Updated Strategic Plan
Questions? Comments?
School for Professional Studies (SPS)

- Fully online graduate and undergraduate certificates and degrees.
- Six 8 week accelerated terms per year that are taught asynchronous.
- 8% of our student population consist of SLU employees.

Programs:
- 7 undergraduate certificates that can be completed in a year (No Summer Cap)
- 9 undergraduate degrees (No Summer Cap)
- 7 graduate degrees
Post-Bachelor Certificates

- Analytics
- Cybersecurity
- Emergency Management
- Evidence-Based Decision Making
- Information Systems

- Organizational Development
- Organizational Leadership
- Project Management
- Strategic Intelligence
Details

- Graduate Certificate (must have bachelors)
- Consist of 12 credit hours. Starts August 16 and ends May 15th.
- Falls under the “N/A” taxable rate for 2021 and 2022.
- Total cost $300 (excluding books)
How To Apply

• Submit Free Application: https://www.slu.edu/online/becoming-a-student/apply.php

• Send official transcript to SPS showing completed bachelors degree to spstranscripts@slu.edu

• Admissions and Enrollment meeting

• Deadline to apply and be admitted is Friday, August 6\textsuperscript{th} (Must be enrolled into classes by Tuesday, August 10\textsuperscript{th} at 5pm)
Questions?

Justin Smith 314-977-2334 or justin.smith@slu.edu
Bayou in The Lou

"Let the good times boil!"

LIVE MUSIC

SATURDAY
APR. 24
RED & BLACK BRASS BAND
THE SCANDALEROS

SUNDAY
APR. 25
FUNKY BUTT BRASS BAND
BIG CHIEF
REC HALL
DRINKS & RECREATION

2 FULL 5v5 SOCCER FIELDS
4 PICKLEBALL COURTS
PING PONG TABLES
DART BOARDS
AIR BOWLING
BOCCCE BALL
+ CORNHOLE, E-SPORTS & MORE
Help name St. Louis’s newest district

The GRID  The 1818  The Circuit  Prospect Yards
CITY FOUNDRY 5TH

City Foundry 5TH is the adaptive reuse of the former 18-acre Century Electric Foundry complex in St. Louis. The iconic and historically significant Foundry building will be transformed into a dynamic hub of innovation complete with St. Louis' first food hall, a curated retail & entertainment experience, and creative offices infused with historic industrial architecture...

READ MORE

ARMORY DISTRICT

Built in 1928, the St. Louis Armory housed the 133th Infantry of the Missouri National Guard. In later years, it became a hot spot in the development of some of the best tenants players in the region's history and was host to music legends like Tina Turner and the Greatful Dead! Today, $41.5 million development...

READ MORE

ELEMENT HOTEL

Hilton hospitality has acquired the headquarters of Habitat for Humanity St. Louis to make way for a new luxury hotel. With features including 280 guestrooms, 10,000 sq. ft. of retail space, a rooftop lounge, fitness center pool, and a "room service" program in order to assure full guest satisfaction...

READ MORE

SAM SLU HOSPITAL

The new $500 million academic medical center will hold 1,600 beds and have 302,000-square-foot facility with an outpatient care center for St. Louis area patients. Located on the north side of the central hospital between Ruggeri and Laclede Streets, the hospital will help integrate the hospital with neighboring Saint Louis University School...

READ MORE

CHOUTEAU GREENWAY

The Chouteau Greenway will serve as a connector from the Arch Park to Forest Park using various bike paths running throughout the city. Designed by Great River Greenway, will be designed by one of the four design teams.

READ MORE

PROSPECT YARDS MAP

This map shows the various developments in the Prospect Yards district, from the City Foundry 5TH to the new Element Hotel by Hilton, as well as the Armory District. This development is sure to attract many different people from the community and add to the Midtown area.

READ MORE