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?
A: 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 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 at 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 multifactor 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