Members and Guests Present:
Kristin Hrasky, Kathy Barbeau, Sue Stevens, Rachel Young, Jenni Franey, Dee Miller, Alexis Bruce-Staudt, Sheila Byers, Jan Gannon, Judi Buncher, James Greathouse, Patricia McQueen, Sharon Spicer, Heidi Moore, Kellie Dalton, Tammy Grant, Kathy Wolf, Matt Campbell, Riley Coyle, Trevor Juenger, Ginger Adkins, Cathy Baumann, Colleen Schneider, Patricia Osmack, Nancy Childrey, Cheryl Kaufman, Lynn Grimshaw Maitz, Ian Taylor, Kathy Schaab, Kathy Neuner, Pamela Jackson, Karen Bolinger, Debbie Dill Garvin, Helen McCormack, Cathy Zimmer, Edith Brown, Lizzie Sextro, Loretta Edwards, Mary Ann Barrale, Robert McNair, Rhonda Arl, Jennifer Elwyn, Hillary Daniel, Sandy Gambill, Delia King, Katherine Cain, Pam, Abbott, Esmeralda Aharon, Kathie Dingley, Susan Ganey, Anne Imlay, Allese McVay, Susan Torretta, Mary Lou Pereira, Lynda Hetlage, Judy Pierce, Kristen Roberts, Donna Neely, Ellen Weis, Beth Masters

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 an 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:
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/](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