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

“Experience is the hardest kind of teacher. It gives you the test first and the lesson afterward.”
Minutes: Minutes from the August 19, 2021, meeting were approved.

Monthly Spotlight 1: Mickey Luna, Vice President, Human Resources

“Flexible Work Arrangements - Update”

- Announced in June an intention to develop an interim policy for flexible work
  - Began gathering information in February
  - Met with constituencies
  - Used feedback to begin crafting the interim policy
- Things we have learned
  - Faculty, staff, and most students have reaffirmed the shared value of in-person interaction, relationship, and community
  - There is a difference between keeping things running and fully living our value of shared community
  - For certain staff positions, some amount of well-planned remote work or work schedule flexibility, can enhance efficiency and provide greater employee flexibility and job satisfaction – without sacrificing equity or commitment to our mission.
- Policy Goal
  - Balance three main priorities
    - Our shared value of in-person interaction, relationship building, and community
    - Our need to attract and retain high-quality talented individuals
    - Our need to ensure equity and fairness as fundamental aspects of our approach to flexible work arrangements
- Key Concepts
  - Not every role lends itself to remote work or flexible schedule
  - Heavy prioritization to make sure that the needs of our students, patients, and colleagues are met when considering flexible working arrangements
  - A process will be established to consider flexible work requests, but considerations will not only be around whether the role can be done remotely, but how that will impact students, patients, and the work of our colleagues
  - We will spend the next several months with an interim policy which will help us determine if we can continue this practice going forward – it will be critical for everyone to work together to make sure it is successful.
- Next steps
  - Finalize and get approval for interim policy (hopefully in the next few weeks)
  - Train supervisors and leaders on the policy and how we implement flexible work arrangements
  - Allow consideration of flexible work arrangement requests
  - Continued development for supervisors on leading employees in flexible work arrangements over the course of the next several months
- Questions:
  - Who will determine whether or not a role lends itself to remote work or flexible schedule?
    - Those decisions will be approved by the VP or Dean and the supervisor of the role will also have input.
    - There could be positions with similar titles across the university that
have very different job duties so their leaders may determine different

- Why are staff being required to be back daily but faculty are not?
  - There is a process for faculty to apply for exemptions to teach remotely.
  - There is a desire for consistency, but different roles have different responsibilities
  - There is a desire for us to be here for our students
  - This is based on our roles which all have different requirements

- Will work from home time be captured in Workday?
  - Yes, continue to report your time worked on your timesheet
  - No, Workday does not differentiate between onsite and remote hours
  - Important that there is no decline in the service we provide to one another.

- Who makes up the committee putting the policy together?
  - HR has taken the lead on crafting the policy
  - There has been substantial input and feedback from other constituents from across campus

- Where is the report that says students want staff on campus?
  - No report, study, or focus group that supports this
  - Sue Stevens recalls the Student President told ULC that the students wanted staff back on campus
  - VP Luna says the students value having the staff here

- Will this policy for all employees or only staff?
  - The policy being developed is for only staff.

- Since there has been a delay for getting this policy in place, why hasn’t there been a temporary policy?
  - This is the temporary policy.
  - We want this to be successful so that it can lead to a more permanent policy

- There is some flexible/remote work currently being performed due to space needs as departments have moved around campus and there is not a footprint on campus to accommodate them.

- Flexible/Remote work arrangements could be requested by the employee or the employer

- Bargaining units are excluded from the interim policy

- Will there be a move to create positions that are 100% remote where it makes sense?
  - Yes, but this would not be a regular occurrence and based on the institutional need

- What would we do if our request for flexible/remote work is denied by our supervisor?
  - It’s likely there will not be an appeal process for decisions

- Biometric Screenings
  - Reinstating the biometric screening for FY22 and it is required for the wellness premium discount.
  - Please see previous emails from SLU which describe how to register and schedule your screening
  - Additional appointments to be available in mid-November
  - Appointments at Quest Diagnostics are flexible and more conveniently located
• Quest Diagnostics will send the screening instance to SLU so the employees receive credits

• Open Enrollment – Wednesday, October 20 – November 5th
  o Look for more communication in the coming weeks

• Flu Shots
  o Employee Health is coordinating the flu vaccination clinics in September and October
  o Can go to other clinics, but CVS is no longer an approved vaccine provided through United Health Care.
  o You do not need to wait for announcement. You can go to a clinic today for your flu shot
  o Flu vaccine is optional except for those in a healthcare setting

• Care.com Benefits
  o family benefits for our employees
  o $39/month value
  o Ten backup care days at a subsidized rate
  o Help find and locate providers
  o Working to eliminate copays in October
  o Master’s level social workers for elder care

Monthly Spotlight 2:  Fr. David Suwalsky, SJ, Vice President, Mission and Identity

• “Ignatian Year”
  o Began in May 2021 and goes through July 21, 2022
  o Programming available for the university community to learn more about this 500 year tradition
  o The Ignation year began on the 500th anniversary of when St. Ignatius was wounded in Pamplona by a cannonball
  o Stop by our office to pick up your commemorative cannonball – 2nd floor of DuBourg
  o First Fridays in the Ballroom at College Church (but not always every first Friday)
  o Universal Apostolic Preferences of the Society of Jesus
    ▪ Mission and Identity Fall Lecture Series
    ▪ https://www.jesuitscentralsohern.org/spirituality/ois/
    ▪ For more information contact: jesuitmission@slu.edu
      ▪ Deepening engagement with Ignatian spirituality and opportunities to experience spiritual exercises
        o 12/3: Fr. Hung Pham, SJ
      ▪ Work with the poor and those on the margins, those that the world does not pay attention to
        o 11/19: Diego Abenta, Director of Casa de Salud
      ▪ The education of youth
        o 10/15: Dan Finucane, PhD
      ▪ Care for our common home
        o 9/3: Terri Rebmann, MD
  o Began panel conversations for what the Ignatian year means
  o Will begin adding signage and promotional items
  o White House retreat in South Country
  o Hopeful to add something (perhaps a large mass) at the shrine of St. Josephs downtown
  o Pay attention to Newslink and other announcements for other upcoming
events, virtual and in-person
  o Reminder to care and be present for one another, especially in light of the tragedy on Saturday. It's important for our community to be together and take care of one another.

**Update:**

**Kristin Hrasky, Vitality & Wellness Program SAC representative**

- Reminder – Sunset of the Vitality program – Sept 30
- Last day to submit for the gym rebate was Sept 15, but you can always submit late in the hopes they have time to process it
- Reviewed the Wellbeing Committee creation and our charges
  o Reviewed the data from the wellbeing survey
  o Reviewed potential vendors
  o Send questions to benefits@slu.edu or to one of the committee members
  o The committee has submitted recommendations to SLU but adoption has not been announced yet
  o Future updates will come from HR on the launch of the new program when it is adopted.
- Many respondents to the Wellbeing Survey indicated the gym rebate is important to them, so it is under consideration. There is no word yet if that will be part of the adopted wellness program that will launch next year.

**Announcements:**

**Women’s Commission Virtual Auction** – Open until Friday, September 17th, at 5:00 p.m. https://e.givesmart.com/s/:tmPR9nAndff/e/nsO/

**Benefits Open Enrollment begins October 20, 2021**

**HR Bulletin**
- TIAA webinars
- Business manager training
- Biometric Screening
- Skill soft training – Sharpening your Focus to stay on track

**Next Meeting:**
Thursday, October 21, 2021
Zoom 12:00 – 1:15 PM

**Scheduled guests**
Mickey Luna – Open Enrollment

**Adjournment:**
Sue Stevens at 12:48 P.M.
Staff Advisory Committees and Representatives – 2021 - 2022

- **Staff Advisory Executive Committee**
  - Chair – Sue Stevens
  - Chair Elect – Judi Buncher
  - Recording Secretary – Kristin Hrasky
  - Corresponding Secretary – Patricia McQueen
  - Membership Coordinator – Rachel Young
  - Treasurer – Rhonda Arl

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

- **University Committees**
  - Campus Recreation Advisory Committee – Robert Pampel
  - HLC Re-Accreditation Steering Committee – Rachel Young
  - Honorary Degrees & Special Recognition Committee – vacant
  - Medical Ad Hoc – Sue Stevens
  - Operational Excellence – Project Review Committee – Alexis Bruce-Staudt
  - Policy Review Committee – Missi White-Luster
  - Parking Issues – Matt Campbell
  - President’s Diversity Council – Pamela Jackson
  - Speech, Expression and Civil Discourse Committee – Anne Imlay, Bob McNair
  - Tobacco Free Workforce – Ellen Weis
  - University Leadership Council – Sue Stevens

- **Board of Trustee Committees**
  - Academic Affairs – Sharon Spicer
  - Business & Administration – Sue Stevens
  - Development – Kristin Hrasky
  - Marketing and Branding – Patricia McQueen
  - Mission and Identity – Christine Luebbert