

Tulane Staff Advisory Council

August 24, 2022, 3:00 p.m.

via Zoom

Present: Julie Henriquez Aldana, Carmen McCaffery, Matthew Tombaugh, Ashley Hicks, Pamela Fatland, Korey Lane, Gabriela Garcia, Nadia Jenkins, Venicia Stewart, Brittney Yandle, Shawn Potter, Kathy Carneiro, Shannon Aicklen, Trina Beck, Kristen Jones, Kevin Grant, Tawanda Coleman, Pamela Fatland, Venicia Stewart, Marcel Charbonnet, Tyrus Stewart, Stephanie Mackin, Marissa Lespinasse, Tsetsa Donkova Rosensteel, Will Ferbos, Antoine Young, Korey Lane, Elizabeth Tierney, Gabriela Garcia, Gale Marie, Marcel Charbonnet, Brandy Perry, Kathy Carneiro, Robert Morton, Constanza Porche, Chloe Simoneaux, Jonathan Small, Danette Saylor

Excused: Jamie Dunkle

Absent: Evan Nicoll, Katy Dupre, Julie D'Antoni, Natalia Fuentes, Monique Hodges, Jonathan Remkes, Kady Weingart

Attendance Note: Please show your full name if you are on Zoom so we may confirm your attendance. If you are unable to make the meeting, please email us in advance at sac@tulane.edu so we can mark your absence as excused.

Call to Order 3:02 pm

Welcome everyone.

- **Review and Approval of Meeting Minutes:** Minutes from the June 2022 meeting prepared by Anita Jobson-Wolfe were reviewed and voted on. Minutes were approved with no changes.
- The **Guest Speaker** was Dr. Danette Saylor from the Office of Equity, Diversity and Inclusion to speak about the Strategy for Tomorrow.
 - University-wide strategic plan for the next 5 years ('Taking Action on Equity, Diversity & Inclusion')- Tulane is going to 'walk the talk' through this comprehensive plan for 39 units (academic and nonacademic).
 - Launching a Professional Development program shortly, based on 3 Strategic Priorities (with objectives and actions under each priority).
 - Building equitable relationships
 - Promote EDI excellence
 - Build a campus climate where all can succeed
 - Striving to keep EDI at the forefront of all that we are doing as a university

- Anti-Racism Leadership Program and Emerging Leadership Program are both housed under TULI (Tulane University Leadership Institute), but both are incorporating and centering around EDI efforts
- The upcoming Development Series (3 Tiers) has multiple modules; many TU members have assisted in their production
 - Grand launch of Professional Development Program on September 16th, will include keynote speaker Dr. Bettina Love
 - 4 Competencies: Practice Awareness, Build Knowledge, Develop Skills, Take Action (all related to EDI)
 - Additionally, there will be a “Tier 3” of Advanced EDI Training and Development with more info to come
 - There are courses available to faculty and staff starting in the fall, but continuing over the spring and summer (4 core and 2 elective courses required for completion badges)
 - More information about courses, tiers, and planned opportunities can be found here: <https://edi.tulane.edu/education/faculty-and-staff-resources/professional-development-program>
 - Question – Length of courses? Virtual courses are 90 minutes long.
 - Question – Can badges be used on LinkedIn? Yes

HR Announcements (Chloe Simoneaux):

- Tuition waivers, including tuition exchange and tax exemption, are due Sept 6:
 - <https://hr.tulane.edu/benefits/tuition-waiver>
- Reminder to our benefits-eligible employees to take action to earn your \$500 annual health incentive: <https://hr.tulane.edu/benefits/new-wellness-incentive-program>
- Looking to schedule your annual wellness exam? Remember the Tulane Living Well Clinic is here to support not only preventative care but also urgent care. <https://tulanelivingwell.com/>
- Interested in hiring a student employee? <https://hr.tulane.edu/student-employment/student-employment-hiring-managers>
- Open enrollment for benefits is October 10th through October 28th, info sessions will be announced soon. Blue Cross Ble Shield will remain as our health insurance provider.

SENATE COMMITTEE REPORTS

- a. Board of Administrators (BOA) – have not met yet; next meeting Sept. 22nd
- b. University Senate – have not met yet; next meeting Sept. 12th
- c. Budget – have not met yet
- d. Committee on Committees – have not met yet
- e. Equal Opportunity – have not met yet
- f. Benefits – have not met yet; next meeting August 26th
- g. Information Technology – have not met yet
- h. Facilities – have not met yet

SAC COMMITTEE REPORTS:

- i. Community Service –
 - i. School Supply Drive is underway, please publicize to units, thank you to those hosting drop-off spots: only looking for new school supplies to be donated
 - ii. <https://sac.tulane.edu/school-supply-drive>
- j. Health & Wellness –
 - i. Downtown Fitness Center is open and available for use with membership
 1. There is a downtown parking garage near Deming Pavillion
 - ii. Faculty & Staff Pickleball League has open registration right now (Korey Lane is happy to answer questions), matches are Tuesdays around lunchtime.
- k. Staff Appreciation:
 - i. Staff Appreciation Football Game is happening October 8th, we are seeking a volunteer Chair for this event – please contact Carmen McCaffery
- l. Staff Issues – no updates
- m. Electronic Technologies/Information – no updates
- n. Elections – no updates

Old Business:

- TU Hurricane Communications Plan: no updates currently. Will is forwarding concern to the University Communications team.

New Business:

- **Dobbs Case Decision:** After the Dobbs decision was announced, Jonathan Small sent out an email outlining the university's response in terms of available staff resources. The administration asked our health insurance provider to continue offering all our benefits, so there has been no change to what our insurance covers. If you have questions specifically about insurance benefits, you can reach out to Blue Cross Blue Shield. Our Employee Assistance Program (EAP) is also available and a great resource for those who want additional support. The administration is still meeting to determine how to approach the post-Roe environment, given the fluidity of the legal situation, particularly at the state level. Two workgroups were convened to determine how to best support our students, staff, and faculty, and they are still meeting. If you have any questions, or items you'd like the university to consider, please send those to the SAC email (sac@tulane.edu) and we will forward to the administration and workgroups.
- **Committee Vacancies:**
 - Please reach out to SAC offline to express interest in any of the Senate or SAC committees, we are also seeking chairs for internal SAC Committees. Email sac@tulane.edu if you are interested in serving in open seats, or if you are interested in chairing a SAC committee.
- **HR Training:** Jonathan Small shared appreciation for SAC and the recommendations received. Upcoming: new training for newly promoted/new supervisors ; HR offering training
- **SAC Committees:** Everyone should fill out the Google doc for SAC subcommittees, even those returning to SAC so we have an up-to-date roster (all members should participate in at least one SAC Committee)
- A reminder about attendance per the constitution and unexcused absences: https://sac.tulane.edu/sites/sac.tulane.edu/files/sac-constitution-approved_10-24-18.pdf

Next Meeting(s):

- Wednesday, September 21st, 3:00-4:30pm (Uptown Meeting – Diboll Gallery, The Commons)
- Wednesday, October 19th, 3:00-4:30pm (Downtown Meeting – Murphy 220)

The meeting was adjourned at 3:53pm.