

Tulane Staff Advisory Council

February 15, 2023, 3:00 p.m.

Virtual Meeting via Zoom

Present: Julie Henriquez Aldana, Matthew Tombaugh, Ashley Hicks, Carmen McCaffery Pamela Fatland, Kevin Grant, Korey Lane, Gabriela Garcia, Venicia Stewart, Shawn Potter, Trina Beck Tyrus Stewart, Stephanie Mackin, Antoine Young, Nadia Jenkins, Marcel Charbonnet Marissa Lespinasse, Tsetsa Donkova Rosensteel, Chloe Simoneaux, Will Ferbos

Excused: Julie D'Antoni, Shannon Aicklen

Absent: Natalia Fuentes, Monique Hodges, Jonathan Remkes, Kady Weingart, Constanza Porche, Jamie Dunkle, Kathy Carneiro, Kristen Jones, Elizabeth Tierney

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 November 2022 meeting prepared by Matthew Tombaugh were reviewed and voted on. Minutes were approved with no changes.
- No Guest Speaker

HR Announcements (Chloe Simoneaux):

- Check out the HR updates here: <https://tulane.box.com/s/gk48zvyhdu3hfrwl02yaqc9juy5lff6g>
- Module 3 (Leadership Skills) launched, the HR team would very much appreciate any feedback positive or things to improve. All sessions will be virtual, 90 minutes (hour+ with time for questions) and you don't have to be a manager to register!
- Under a month away from performance reviews being due! HR has created an individual fulfillment plan and other materials to help staff- check them out.

SENATE & SENATE COMMITTEE REPORTS

a. Board of Administrators (BOA) –

- Met in January. Tulane finances are healthy, with reports from the Audit and Advancement committees: still seeking to increase our endowment to be on par with other universities'.
- The entire football team joined and heard from some of the student athletes. The amount of marketing Tulane received was in the millions. The meeting was light on business, but very celebratory.

b. University Senate – Official minutes here: <https://senate.tulane.edu/meetings-minutes>

- Relatively short, with a student 'president for the day' who won from the Campus Climate Survey
- President Fitts discussed the Cotton Bowl victory, great for Tulane
- New investitures of presidential chairs were discussed, off-shore wind energy development, and Book Fest- expect about 10,000 attendees this year with big names and headliners coming (March 9-11). Seeking volunteers!

- Provost has a new 'Proof of Concept Fund' through the Innovation Institute
- Also discussed Chat GPT: a humorous and insightful discussion. There will be a forum or event planned on the topic after Mardi Gras.
- c. Budget Review– No Report
- d. Committee on Committees – No Report
- e. Equal Opportunity & Institutional Equity – No Report
- f. Benefits – No Report
- g. Information Technology – Should be meeting in March or April
- h. Facilities –
 - Currently ~300 projects in process:
 - Village Phase 1: cost ~\$84M, completion anticipated this spring with 2 food locations being worked on/completed later this summer
 - Village Phase 2: ~\$106M, completion scheduled for summer '25, still seeking funding to replace Phelps Hall at a later date
 - Paul Hall: Up to \$56M, project is going extremely well
 - Richardson Memorial Renovation: Up to \$41M (minus tax credits and other funding), more water/termite damage found which is being addressed
 - Downtown School of Medicine/Charity: planning and projects are underway
 - Still experiencing supply chain issues: i.e. generators can take 60 weeks to get, trying to pre-order for some construction projects
 - Inflation: seeing 20-30% cost rises in supplies (earlier projects avoided this)
 - Delay in switching to new power generators, permanent generators due to arrive in July
 - Community Issues:
 - Faculty/Staff Dining: Replacement options for 1834 Club under discussion
 - Shuttles: Want to learn more about routes, schedules, etc – follow up mtg. planned
 - Concern about Stern roof leaks: being addressed
 - Parking: Increasingly getting difficult, how will the planned unified quad/lawn and additional students living on campus affect this? Discussed revisiting policies (who can park – when and where) on the uptown campus. Difficulties parking during football games and other high traffic times. Some new parking space should come available downtown across from Charity when done (on LaSalle). Planning to have a follow-up meeting for this and about shuttles to learn more.

SAC COMMITTEE REPORTS:

- i. Community Service –
 - Toy Drive Review: great experience to see Tulane come together, benefitted foster children in multiple locations, in addition to toys, also received close to \$1,000 in donations
- j. Health & Wellness –
 - Campus Rec is currently underway with employee fitness program, will have another opportunity in the summer (group exercise uptown etc). Downtown Campus Rec has extended some personal fitness sessions at the TU Fit location.
- k. Staff Appreciation: - No Report
- l. Staff Issues – No Report

- m. Electronic Technologies/Information – Hope to have more information about security cameras down the road. Also trying to see about a student assistant for SAC social media etc. – working to clarify the budget. Meeting next month.
- n. Elections – See below

Old Business:

- Elections: Surveys are ready to go out, Ashley will connect with Julie this week and hope to welcome new members at the next meeting. If you know of members who have left Tulane, please email Ashley Hicks or SAC@tulane.edu to let us know.

New Business:

- New meeting proposal:
 - Suggestion of moving to monthly virtual meetings, but with once a semester in-person meetings (alternating between uptown and downtown) – have noticed less attendance at in-person meetings. The goal of a semesterly in-person meeting would be to be more meaningful/celebratory.
 - Discussion: positive responses, suggest keeping the Zoom option even for the semesterly in-person due to travel concerns, will miss the monthly in-person, but understand if declining – perhaps semesterly month could include lunch or something to cause more interaction.
 - Do not have a quorum: Julie will send a survey out for Reps to vote
- SAC Rep Feedback: What is working? What can be improved? This is an initial conversation – value the Rep experience and want to hear thoughts.
 - Concern: participation in many TU events is declining, everyone is stretched thin with doing 2-3 position's responsibilities, used to have more time to help, but don't feel I have the time to give my role justice- just very tired. Provide more emphasis on the time commitment for participation with SAC, be open so folks can accurately assess what they can commit to.
 - Agreed, was previously on SAC and engagement has definitely changed over the years. May have to reconsider what engagement as a Rep means for SAC.
 - Agreed, feel overwhelmed with staff shortages in my dept, and while we work to fill, the university keeps growing so it creates additional demands which doesn't leave as much time for SAC
 - See similarities in the student body right now, which has been difficult to create a new 'normal' during difficult times. We recognize the effort that people are putting in, despite being pulled in many directions so thank you.
- Structure Review:
 - Want to have an honest discussion of whether things are working or not, how do we use technology differently, how do we conduct Council business, how do we support staff differently?
 - Officers are discussing whether we need to restructure in terms of positions, numbers, time commitments, etc to ensure an effective council.
 - Eboard will bring forward a proposed structural review, if approved, likely will create an ad hoc committee working with a proposed timeline to make recommendations.
- Open Senate Seat: Trina Beck is stepping down after stepping into a role with the President's Office. If you are interested in applying for this role, email SAC@tulane.edu .

Senate meets on Mondays from 3-4:30 IN-PERSON (no Zoom option). Doesn't have to be an Uptown Rep to fill this role.

- This will also vacate Trina's seat on the Benefits Committee (Exempt) – and those meetings are scheduled twice a semester via Zoom, based on members' availability. Please email SAC@tulane.edu if you would like to join this. We are still seeking 2 non-exempt Reps as well for Senate Benefits 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):

- Will be held on Wednesday, March 22, 2023 likely virtual depending on survey results.

The meeting was adjourned at 3:52.