

# Tulane Staff Advisory Council

October 19, 2022, 3:00 p.m.

Murphy Building, Room 200 (Downtown Meeting)

**Present:** Julie Henriquez Aldana, Carmen McCaffery, Matthew Tombaugh, Ashley Hicks, Kathy Carneiro, Pamela Fatland, Kevin Grant, Korey Lane, Gabriela Garcia, Venicia Stewart, Brittney Yandle, Shawn Potter, Shannon Aicklen, Trina Beck, Kristen Jones, Marcel Charbonnet, Tyrus Stewart, Stephanie Mackin, Tsetsa Donkova Rosensteel, Will Ferbos, Chloe Simoneaux, Antoine Young, Nadia Jenkins, **Julie D'Antoni – on phone?**

**Excused:** Jamie Dunkle

**Absent:** Natalia Fuentes, Monique Hodges, Jonathan Remkes, Kady Weingart, Elizabeth Tierney, Marissa Lespinasse, Constanza Porche

**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](mailto:sac@tulane.edu) so we can mark your absence as excused.

*Call to Order 3:05 pm*

Welcome everyone.

- **Review and Approval of Meeting Minutes:** Minutes from the September 2022 meeting prepared by Matthew Tombaugh were reviewed and voted on. Minutes were approved with no changes.
- The **Guest Speaker** was Eva Silvestre ([esilvest@tulane.edu](mailto:esilvest@tulane.edu)), Professor, School of Public Health and Tropical Medicine, EDI Data Strategist, Office of Equity, Diversity, and Inclusion:  
**EDI Climate Survey**
  - Very excited to launch a campus-wide EDI Climate Survey (students, faculty, staff, and graduate/professional students are encouraged to participate), will be available in both English and Spanish, paper and electronic versions available – really want to hear everyone's voices!
  - Survey is being administered by a national non-profit, will be sending out emails to campus, but there will also be QR codes up and around campus as well. The survey does require a Tulane log-in to verify participant's Tulane connection and to limit single submissions per individual.
  - Need help in encouraging students, colleagues, and all campus populations!
    - **Question:** Will this include campus partners such as Sodexo?
    - **Answer:** We've reached out to Sodexo and Allied Security, but both partners have declined. We are still continuing conversations for the future.
  - Can't stress the importance of this survey, it's been over 20 years since the last one, and the data will be helpful in Strategy for Tomorrow goals etc.
    - **Question:** Please tell us about the benchmarking with other universities.
    - **Answer:** Yes, by participating in this national instrument, we'll have the opportunity to benchmark with other universities who are also utilizing this

## HR Announcements (Chloe Simoneaux):

- We're in the middle of Open Enrollment, it ends next Friday, October 28th! Your choices will remain the same if no changes are made, except for FSA participants.
- See your medical plan options at a glance:
  - <https://tulane.app.box.com/file/1043520461332?s=lqogadwtmip89k9l8c93h1ex7r0eg9g7>
- Missed an Open Enrollment Info Session?
  - <https://hr.tulane.edu/content/virtual-informational-sessions-0>
- Last Week is the last chance to get your onsite free flu shots, be sure to sign up!
- Student Loan Debt Relief: TIAA partners with Savi that can assist with questions/information if you're trying to navigate the processes and paperwork.  
<https://hr.tulane.edu/content/student-loan-debt-relief>

## SENATE & SENATE COMMITTEE REPORTS

- a. Board of Administrators (BOA) – Carmen
  - i. Met on September 22<sup>nd</sup> and introduced new members/officers.
  - ii. Up on research funding, both this year and over the last 5 years.
  - iii. \$2.051 billion endowment (75<sup>th</sup> amongst endowments in our category), 72 million payout last year for the operating budget at Tulane
  - iv. Finance Committee: 6<sup>th</sup> consecutive year Tulane has had a surplus, revenue is up 8%, investing downtown in the Charity Hospital project, looking to refinance debt
  - v. Student Affairs: Ida shelter in place caused challenges, new residence halls will house more students, Princeton Reviews ranked Tulane with the happiest students, interested in bringing back Convocation, Rites of Passage, Welcome to the Wave, move-in days were spread over 3 days instead of 1, over 60% of first year student class are female. Bringing in outside consulting firms to work with Campus Health. Launching the Recovery Home on Calhoun Street which will house up to 7 students. Providing emergency support related to travel. Undergraduate Student Government has been restructured to Tulane Undergraduate Assembly. TU is creating a family portal to further engage parents.
- b. University Senate – Official minutes here: <https://senate.tulane.edu/meetings-minutes>
  - i. Met on October 10<sup>th</sup>, day of merger with LMC, which was described as transformative by President Fitts for the campus and region (LMC is a local non-profit vs our previous non-local for-profit administrator). This will require a 12 to 24 month transition and seeks to make NOLA into a destination location for

medical needs. No layoffs are anticipated, only expanded work opportunities, with a lot of benefits internally and externally.

- ii. Many clinics will move to East Jeff Hospital, but overall this is a very big deal.
  - iii. The retention of Hebert Hall's name: expanding EDI initiatives has been a priority of President Fitts since his arrival, and the building naming task force did recommend a change, but legally we were required to retain the existing name. Tulane entered into conversation with the family/foundation, but ultimately it was not possible to reach an agreement. Will direct money to EDI efforts, contextualization of the Hebert name, renaming of wings/sections etc.
  - iv. Title 9 language was adopted with the handbook
  - v. First reading of a Faculty Grievances policy for the handbook, clarifications were raised
  - vi. Motion was made about additional information about the Hebert Hall renaming, with concerns raised about history
  - vii. President has committed an additional \$2.5 million annually for EDI efforts.
  - viii. Mail Services: concern of delivering only once a week to departments, Patrick Norton is looking into this further.
  - ix. Textbooks: students are automatically charged a textbook fee this year, some students feel disadvantaged. Brian Johnson will follow-up further.
- c. Budget Review– No Meeting
  - d. Committee on Committees – No Meeting
  - e. Equal Opportunity & Institutional Equity – No Meeting
  - f. Benefits – No Meeting
  - g. Information Technology – No Meeting
  - h. Facilities – No Representative

### **SAC COMMITTEE REPORTS:**

- i. Community Service –
  - i. Toy Drive: We are looking for volunteers, please let us know and we'll connect you with Nadia, Trina, and Shannon!
  - ii. If you are interested in hosting a location, please reach out to SAC either via Teams or email. You'd need to set out a box with a sign on it and help monitor it.
  - iii. The drive starts early to mid-November and then ends early December, so hoping to finalize volunteers and locations by the end of October.
- j. Health & Wellness –
  - i. Employee Health Improvement Plan: It's back! Registration is right now. The program focuses on improving overall health: it's not just an exercise/diet program. This is a 10 week program with sessions connected with a personal

trainer. <https://campusrecreation.tulane.edu/fitness-programs/health-improvement-program>

- ii. Open to any faculty/staff members with a lottery to determine participants.
  - iii. There are open sessions this week and next for folks who wish to learn more, but you can reach out to Korey Lane or [fitness@tulane.edu](mailto:fitness@tulane.edu) with questions.
    1. **Question:** When will the sessions be scheduled for the actual program? (i.e. 6 am, 12pm, 5:45pm)
    2. **Answer:** They will be varied, but all sessions will be held on the uptown campus where the certified personal trainers are located.
  - iv. There are still exercise wellness options available via Zoom etc. as well. Here are additional resources:  
<https://tulane.app.box.com/s/61mjpamqd93q580r1xgqzanbiowvfbig>
- k. Staff Appreciation: -
- i. Football Game Debrief: Have heard only great things so far. Our TIAA rep had a blast and would love to participate in this again for next year.
  - ii. If you have any suggestions or feedback, please email them to SAC so we can include them for next year's event.
- l. Staff Issues –
- i. Tuition Waiver Information Session Debrief: We held this and the SAC website continues a link to the webinar. Really great information was shared!
- m. Electronic Technologies/Information – We have reached out to Marketing and Communications to seek support from them and are also talking about a potential student position to help maintain a social media presence. The committee is still discussing and looking forward to providing more information.
- n. Elections – See below under Old Business

### **Old Business:**

- Committee and Rep Vacancies:
  - Senate:
    - Benefits (2 non-exempt spots)
    - Equal Opportunity (1 non-exempt spot)
    - Physical Facilities
      - Have two nominees, will send out a Qualtrics form for votes.
  - SAC Committee Chairs:
    - Staff Appreciation

- Community Service

- If you have interest in any of these internal roles, please reach out to Julie to express your interest.

**New Business:**

- Chloe Simoneaux is seeking SAC Reps for an event on November 8<sup>th</sup> where a large number of non-exempt employees will be present. Please let her know if interested!
- Reps for Primate Center and other openings: We have folks interested and will share out information about elections etc. before our next meeting!
- Next meeting is uptown on Wednesday, November 16<sup>th</sup> in Room 335 of The Commons at 3:00pm.
- 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](https://sac.tulane.edu/sites/sac.tulane.edu/files/sac-constitution-approved_10-24-18.pdf)

**Next Meeting(s):**

- Wednesday, November 16<sup>th</sup>, 3:00-4:30pm (Uptown Meeting – The Commons, Rm. 335)

*The meeting was adjourned at 4:00pm.*