

STAFF ADVISORY COUNCIL

Minutes

August 18, 2022

Babbitt Administrative Building (2nd floor conference room) and ZOOM

ZOOM Recording:

https://nau.zoom.us/rec/share/RogDs5mlSACyK9fKBZSpOP_iZT1h9dzfOj7yZzKADvbeqWsReBIRu06gAlgKJ1_t.DZ22dfnll3Zgu4iq

8:30 Call to order and SAC member introduction – Erin Kruse

- Call to order at 8:30 by SAC President, Erin Kruse
- SAC member introductions by Erin K.

8:35 President Cruz Rivera

- Going into a second year having experienced NAU's full calendar year cycle
- Accomplishments amid pandemic stressors for 21-22 academic year, looking forward to year ahead
- US Secretary of Education -- Higher education mission similar to Elevating Excellence Roadmap, the need for colleges and universities like ours to step up to ensure we're fulfilling promise of higher education during a time where inequity is at historic highs and the value of higher education is being questioned.
- Our vision: NAU seeks to be the preeminent **engine of opportunity**, broaden participation in higher education and **vehicle of upward mobility** for students to and benefit from the growing state economy. **Driver of social impact**, contributors of equitable outcomes for communities – Through delivery of equitable post-secondary education.
- Highlights -- 1) Access – Admissions pilot program, if students meet high school graduation requirements with 3.0 GPA, you're ensured admission to NAU 2) Affordability – Access 2 Excellence, households at <\$65,000 will receive financial aid to supplement cost of tuition after financial aid 3) Delivery – Students with higher academic and financial need will need additional support, more to come at President's Installation in late-September.
- Other points:
 - Strategic Plan includes DEI, launching search for Chief Diversity Officer – Not their job to solve problems, but to offer structure
 - Staff Professional Development – skills and contributions to NAU community
- Boundless opportunities requiring bold action, promise of reward if we execute well
- **Q&A**
 - Q: Erin Stam – Can you speak to efforts towards carbon neutrality plan?
 - A: Committed to carbon neutrality by 2030, written in NAU Roadmap. The work may include a Chief Sustainability Officer, low hanging fruit may be providing recycling wastebaskets in each building and President Cruz Rivera has requested a plan. Hope to make an announcement later in the fall about the structure of these efforts.
 - Q: Curtis Smith – How are we funding Access 2 Excellence?
 - A: We manage large sums of money of financial aid, tweaked eligibility for the Lumberjack Scholars Award, phasing out the Pledge in the favor of an increase across the board.
 - Q: Mike Bouck – How does ABOR's investment in NAU compare to ASU and UArizona?
 - A: ABOR allocates funding from the state and our sibling institutions have different revenue streams that we do not have. Part of our challenge this year is

within Goal #7 of the NAU Roadmap, manage tuition auxiliaries and state investment

- Saturday, Aug. 20, throwing first pitch at the Diamondbacks game in Phoenix

9:00 Introduction of Staff Book Scholarship Winners and group photo – Kate Carey

- Recipients:
 - Daisy Perez and Tori Rodriguez, Organizational Leadership
 - Melissa Petro, Educational Leadership
 - Rachael Sutherland, Teaching English as a Second Language
 - Altoveda Tortice – Human Relations
 - Stephanie Lhommedieu – Hotel and Restaurant Management
 - Thank you to Juana Martinez for coordinating scholarship review!

9:10 University Budget Advisory Board (UBAB) update – Stephanie Del Giorgio & Fred Dael

- UBAB meetings are twice a month
- Three salary increase scenarios presented, more will be under consideration
- To determine which scenario UBAB moves forward with to frontload salary increases, the following information is needed:
 - Fall enrollment (21-day census)
 - Benefits Committee recommendation
- Q&A
 - Q: How do tenured faculty salary differ from non-tenure track or adjunct faculty?
 - A: Stephanie to find the answer and circle back to person who posed the question
 - Q: Is there criteria for increases? Specifically, regarding recent hires and those ineligible for salary increases in the past
 - A: Specific criteria have not been discussed; however performance appraisal status have been mentioned
 - Q: Will the recipients of the salary increases need to be employed for a certain time?
 - A: Same answer as above

SAC Committee Chairs: overview of committees and invitation to serve

- **Annual Mixer, Scholarship & Awards – Sheila Anders (Sheila.Anders@nau.edu)**
 - Request for volunteers, Spring 2023 employee appreciation event – New members would develop theme and raise donations. Looking to have first meeting in September. Committee would like to find a way to make event more accessible, especially for staff that can't make the event aside from during lunch time. Committee would also like to learn how to encourage supervisor support for employees taking time off to attend the social.
- **Professional Development/Mentorship – Aimee Bettersworth (Aimee.Bettersworth@nau.edu)**
 - Exploring a potential mentorship, incorporate learning and development opportunities already in existence – Focused on staff retention through development opportunities. Looking to have first meeting in September.
- **Service & Engagement – Shannon Shoots (Shannon.Shoots@nau.edu)**

- Committee promotes engagement, relationship building and team morale. Host Warm Winter Clothing Drive, adopt families at Christmas and volunteer opportunities.
- **Survey – Tim Schrader (Tim.Schrader@nau.edu)**
 - Asking for feedback from staff to convey ideas to university leadership. Some topics discussed in first meeting, job satisfaction, supervision, and workplace environment.

9:20 Dr. Luis Fernandez, Arizona HSI Summit (Register here: <https://hsi.arizona.edu/az-hsi-summit>)

- Invitation to the AZ Hispanic Serving Institution (HSI) Summit -- Meant to be a one-day conference for faculty, staff, administrators, students, and community partners to (1) showcase and exchange evidence-based practices that are effectively and intentionally supporting Latine students and building capacity among faculty & staff to teach and lead at HSIs and to (2) create opportunity for networking and community building across AZ HSIs and Emerging HSIs.

Erin Munn, Alumni Engagement – Upcoming events (Erin.Munn@nau.edu)

Alumni Office offers opportunities for all to engage, a few coming up are:

- **Saturday, August 20** – NAU Night at Chase Field
- **Wednesday, August 24** at 8:30am - Alumni Employee Welcome Back Breakfast
- **Tuesday, September 13th** virtual event – Lumberjacks Thrive, <https://nau.edu/foundation/lj-externship/>

9:25 Announcements, transition to business meeting

- October - first ever NAU Community Engagement Expo: non-profit community will be coming to campus to invite folks to their engagement opportunities
- Call out for offices to host SAC for an upcoming meeting, please contact Bekka.Alvarado@nau.edu and Erin.Kruse@nau.edu

9:30 SAC Business Meeting

Committee Updates (as needed)

HR Updates – Josh Mackey

- Flexible Work – Policy revisions, will be updated on webpage soon
 - No longer “telework” policy
 - Removed probationary exclusion and 30-day trial language
 - Request/form should be updated at least annually
 - As much notice as possible but supervisors should give at least 2 weeks’ notice
 - Other verbiage and tone changes
- True Blue Summer Friday Survey à check in on participation, benefits, other areas staff wants to share
- Compensation
 - Planning for January and beyond, look forward to additional rollout of procedure details
- Benefits
 - Community Engagement Time -- Haven’t seen a ton of utilization in the program to date, but a nudge to encourage staff to take this time; only captures worktime within staff normal work schedules and within the amount of time allotted.
 - Child Care Center à President’s announcement
 - “Medical Plan” -- *not approved yet, but will be by open enrollment in October*
 - ~5% increase in premiums this year for PPO plan, but proposing increase in university’s contribution to Health Savings Account (HSA)
 - Minor plan changes, minor co-pay increases at about \$5 and a deductible increasing by \$50 – Averages about \$5-6 increase for single plan
 - Shifting from Share Care to State’s App and Program

- Q&A – Will information transition and when will it be implemented?
 - SAVI. Student Loan Assistance
 - Paid Parental Leave
 - 12 weeks, both parents and expanded non-paid option
- Q&A
 - Erin Stam - Will information transition from ShareCare and when will it be implemented?
 - A: Will be in between two years, and will start fresh with new platform being implemented in the new year
 - Erin Stam – Addressing compression for staff in positions for longer periods of time?
 - A: Ongoing compression issues that has been compounded, alongside housing concerns. Been fighting for years and prior to that -Short answer “Yes, talking about ways to do that”, long answer “tied to budgets and it’s an ongoing conversation”
 - Q: Mike Bouck – Survey on community engagement time? Consideration for service interruptions.
 - A: No, but we can track that it’s reported in the system

9:55 Adjournment

- Shannon Shoots – Save the Date for Warm Winter Clothing Drive, Sept. 20 at 11am-1pm, wrapping donation bins for the drive. Request for wrapping paper, office in Babbitt Academic

Next meeting location – University Union, Boundaryless Commons Opposite of the Hot Spot Entrance)

Meeting adjourned at 10:01am by Erin Kruse