

STAFF ADVISORY COUNCIL

Agenda

September 15, 2022

Boundaryless Center – University Union (lower level, next door to the Hot Spot)

ZOOM Recording:

https://nau.zoom.us/rec/share/HoyAjJTk482vR3K4UcJeUQziChkr_oitqZiObblP0eQJ79wEV_yNbulBEroqDDHS.R6rSKMX-PC2GkgYI

8:30 Call to order and announcements – Erin Kruse

- *Call to order by President Erin K. at 8:32am*

Announcements & Questions

- *Mike Bouck – Question: Do we want to partner with Rec Center to do something following the meeting, likely 10-10:30am, to learn about benefits available for staff?*
 - *Answer: Yes, Mike will set that up for SAC*
- *Stephanie Del Giorgio – CASA volunteer opportunity*
 - *If you'd like to help organize the volunteer opportunity with the organization, please email SAC@nau.edu and we will forward on to the service committee co-chairs*
- *Shannon Bailey – Donation box wrapping event*
 - *Tuesday, September 20 at Facility Services (501 E. Pine Knoll Dr.), 11am-1pm (AZ time) – Sign up at link: <https://www.signupgenius.com/go/20F0E4BA8AA28A64-donation>*
- *Erin K. – NAU's first Community Engagement Expo*
 - *Tuesday, October 4 at du Bois South Union Ballroom, 11:00am-1:00pm (AZ time)*

8:40 Curtis Smith (Director, Boundaryless Innovation & Entrepreneurship Center) – [Boundaryless Innovation and Entrepreneurship Center](#)

- *This center serves the entire Flagstaff campus with a mission to enhance what students are studying, problem solve and think critically from the lens of entrepreneurship*
- *Default setting of the space is a student lounge, where students can share ideas and form communities*
- *Help students develop entrepreneurial mindset, help students realize the value of a self-started nonprofit or business on their resume*
- *Boundaryless Student Marketplace (launched this semester) aims to showcase student art and small businesses*

8:45 Diversity Commission Panel – Get to know your University Commissions [here](#). (Please note: all Commission webpages are linked in their titles)

[Commission on Commissions \(CoCom\)](#): Chris Lanterman

The Commission on Commissions is a collaboration from all the commissions' co-chairs. All commissions report to Office of the President on Diversity, Equity, Inclusion, and Justice (DEIJ) efforts. Meet to discuss what each of the commissions is doing around their own work, find ways to build critical mass around key issues around campus. Currently discussing:

- *Impending search for Chief Diversity Officer (view below for a more up-to-date title shared by Josh Mackey) for DEIJ*
- *Continue efforts around individual and collective work around various issues of diversity on campus*

Commission on Ethnic Diversity (CED): Dani Donaldson (Director, University Admissions) & Gretchen McAllister (Associate Professor, College of Education)

- *Call out for nominations for staff co-chair position, paid \$1,000 per academic year for \$500 per semester. Position would start in the spring semester.*
- *CED strives to:*
 - *Promote recruitment and retention of students, staff, faculty and administrators of color at NAU*
 - *Advocate for equity in salary and working conditions*
 - *Contribute to the development of a welcoming and supportive environment for faculty, staff and students of color at NAU*
 - *Support integration of academic and student affairs programming focused on racial/ethnic diversity issues*
 - *Involve Flagstaff campus and statewide colleagues through hybrid meetings*
- *Accomplishments*
 - *Funded HR Book Club*
 - *10 copies of How to be an Antiracist – Ibram X. Kendi*
 - *Created space for allyship*
- *Goals for 2022*
 - *Build allyship for staff*
 - *Deepen connections for Elevating Excellence goals, increase knowledge and skills*
 - *Start book group on an HSI topic*
- *Diversity Awards: President’s Award for Ethnic Diversity*
 - *Award nominees are programs, departments, groups or individuals who have contributed significantly to the advancement of ethnic diversity at NAU*
 - *Tuesday, September 20 at Ashurst Auditorium, 5:30-7:30pm (AZ time)*
- *Meetings are typically held the first Monday of each month, from 12:00-1:30pm*

LGBTQIA Commission: Sean Parson & Chelsea A. Green, she/they (Chelsea.Green@nau.edu)

- *Much of what LGBTQIA Commission does is similar to CED*
- *Collaborate with Flagstaff Public Library for a Teen Reading group*
- *Advocate for interests of LGBTQIA folks within curriculum design*
- *Endowed the Commission’s scholarship recently so that it is funded long-term*
- *Invitation to participate in commissions as they are great places to learn about*
- *Diversity Awards for President’s award for diversity*
- *Meetings are typically held the 3rd Friday of the month, from 1:00-2:30pm*

Commission on the Status of Women (CSW): Chelsea A. Green (representing co-chairs)

- *Menstrual product dispensers added recently in bathrooms on south campus*
- *Discuss issues related to women and women’s health*
- *Subcommittees*
 - *Childcare, which works on lactation rooms/spaces*
 - *Equitable academic work practices, which focuses on the workplace and on women’s status within the workplace to ensure there’s a gender-inclusive perspective*

- Fundraising
- Programming subcommittee
- Menstrual Health and Solutions
- The big push this year will be on reproductive health in the aftermath of Roe v. Wade decision
- Meetings are typically held the second Wednesday of each month, from 10:00-11:30am

Commission for Native Americans (CNA): Alisse Ali Joseph & Kiara Weathersby

- Support Indigenous faculty, staff and students at the university
- Indigenous People’s Living-Learning Community is a space that amplifies voices of Indigenous students, with the idea coming about from a student forum and moved forward with help of Office of Indigenous Student Success, the Office of Native American Initiatives, CNA and Campus Living. There are 44 students now residing in McConnell Hall
- The Commission receives \$4,000 per year from Center for University Access and Inclusion, so they utilized some of those funds to add 10 more books by Indigenous authors to Cline Library
- Meetings are typically held the third Thursday of each month, from 2:30-4:00pm

Commission on Disability Access and Design (CDAD): Audra Travelbee (Audra.Travelbee@nau.edu)

- Discussion points in meetings surround advocacy, awareness, inclusion, visibility and engagement with the disability community on campus and folks that have disabilities – Not just on campus, but in the greater Flagstaff area
- October is Disability Pride and Heritage Month, there are nine activities spaced throughout the month with some highlighted below:
 - October 4, 7:00pm at College of Arts and Letters (CAL) Film Series showing Peanut Butter Falcon
 - October 6, Sitting Volleyball
 - October 11, 11:30am-2:30pm – Disability Pride and Heritage Fair tabling event on Pedway outside of University Union, tables for different organizations, programs and activities that engage disability community on campus. If interested in having a table, please reach out to Audra.
- Meetings are typically held the second Thursday of each month, from 11:00am-12:30pm

9:15 Josh Mackey – Vice President & Chief Human Resources Officer

Human Resources Updates

Benefits (Please note- Benefits team is working on a mass communication that will have details for all updates below. With more details to start sometime in early- to mid-October, to prepare for open enrollment at end of October, please don’t flood benefits team with questions)

- Medical Plan – NAU BCBSAZ – NAU is the only university who has this separate medical plan option. Based on historical set up for institution being more rural and having access to providers. Each year Blue Cross evaluates use of plan and contributions to premiums.
 - HDHP/HSA(high deductible plan)
 - No premium increase across plans (employee only, employee + adult, employee + child, family)

- Increase in NAU contributions to HSA
 - PPO
 - Premium increases across plans per pay period (employee only - \$5.09, employee + adult – \$13.87, employee + child - \$9.90, family - \$20.58)
- No update on rate changes for State plans

Wellness Incentive Program (Currently Sharecare through BCBS)

- This year we'll fold into the State's tracking tool in order to save some funds
- Change to new platform will allow us to have flexibility with SAVI Student Loan Assistance Program, help with navigating federal student loan forgiveness program for state employees
 - NAU can cover \$50 fee of the SAVI Loan Assistance Program for participants

Paid Parental Leave – Planned to be effective 1/1/2023

- 12 weeks paid – no need to use vacation and sick leave
- Both parents – Each parent can be eligible for up to 12 weeks, must be at university for 12 months to be eligible for this program and must remain at university for 30 days post-paid parental leave
- Expanded non-paid option
- Direct and indirect costs/investments

Community Engagement Time

- Encouragement for folks to use this time, it counts for time volunteering outside of the university not for NAU-related events. All employees have 16 hours for use with engagement with local communities.

Vice President for Inclusion, Diversity and Engagement (IDE) – No longer referred to as “Chief Diversity Officer”

- Hiring committee is made up of 10-12 members with Angel Ramirez (SAC Council Member) representing SAC
- About a four month process, hoping to launch soon with targeting a January selection

Questions

- Stephanie Del Giorgio – Should we keep Sharecare application downloaded to our phone until January?
 - A. Yes, hold onto it until this cycle closes out
- Melinda Marquardt – What does paid parental leave look like for parents who have a child in late-fall
 - A: This is something we're looking at and hope to circle back to

9:25 Announcements, transition to business meeting

9:30 SAC Business Meeting

Josh Mackey – sponsor updates

- *All seems to be working well, overview of SAC members representing SAC on various committees*

Bekka Alvarado – meeting minutes

- *Please review meeting minutes for content, rather than smaller grammatical or word preferences.*

Andrew Iacona, Project manager NAU Facility Services – master planning process update, <https://nau-masterplan.webflow.io/>

- *Managing Flagstaff Mountain campus' Smart, Sustainable, Comprehensive master plan*
- *ABOR requirement that we create a new master plan every 10 years and update our plan every 5 years, we haven't had a new one since 2010*
- *Purpose:*
 - *Create a vision for the future that aligns with NAU's strategic direction or the Roadmap*
 - *Strengthen relationships across campus and Flagstaff community*
- *Plan Elements*
 - *Assess current state, future state, evaluate current and forecast future needs*
 - *Identify space utilization*
- *Our Master Plan is overdue, and we intend to use relevant data and past efforts to inform the new plan*
- *Schedule*
 - *20 months-long project scheduled with soft start last spring, committee reached out to campus to gather data from investigations and analysis for a very large pool*
 - *Phase 1 (May 2022-December 2022), collecting quantitative and qualitative data to identify planning and investigations already done*
 - *Summer 2022 started with facilities and operations-side*
 - *Next round of interviews to start in October will meet with faculty, students and other campus stakeholders*
 - *Focus Groups (see below)*
 - *Phase 2 – Spring 2023*
 - *Present findings*
 - *(Additional phases outlined in Zoom recording)*
- *Higher Ed Campus Master Planning consultant, almost 15 different consultants in different specialties will collate data and provide recommendations for the plan moving forward*
 - *Committee Structure: Led by diverse steering committee with student, staff, faculty stakeholders*
- *Final plan and adoption to begin this time next year with approval by President's Cabinet*
- *Focus Groups are specific stakeholder groups across the institution*
 - *Open Houses*
 - *Student, October 4, 5:30-7:30pm – DuBois South Union, Aspen Room*
 - *Faculty & Staff, October 5, 5:30-7:30pm – Prochnow Auditorium*
 - *Community, October 6, 5:30-7:30pm – High Country Conference Center*
- *Q&A*

- *Mark Sanders – Q: Does Master Plan involve sites outside of Flagstaff?*
 - *A: Looking at satellite campuses that we own and operate as well as at areas not owned and operated by NAU. Mainly focusing on areas owned and operated by NAU as not all satellite campuses are operated by us. We rent spaces in a lot of areas, and we tend to be at the mercy of the owners of those spaces. The committee is looking at programs to identify needs.*
- *Curtis Smith – Note: How big is the group? Offer to use Boundaryless as ideation space, general offer for all folks in meeting*

Committee updates (as needed)

- Chair for Survey Committee – Tim – Final revision of the questions looming in Qualtrics, will be sent out for approval by review committee (Campus Committee that reviews all surveys that goes out to all 800) by the end of this week and they will determine our timeline
- Faculty Senate – Erin S. - Presentation by Counseling Services has amazing services for mental health support, suggest requesting that they come present to SAC
- Judith Michelle Scholar Winfield – confirm that we have shared out donation box wrapping event

9:55 Adjournment at 9:54am by Erin K.