

STAFF ADVISORY COUNCIL
Agenda
January 19, 2023
HRM/Eugene M Hughes Building
Choice Lounge
Meeting recording, click [here](#)

8:30 Call to order

Call to order at 8:31am by President Erin K.

8:35 President Cruz Rivera – 2023 Kick Off

- *Beginning with a thanks for the community's flexibility for the weather schedule adjustment. This adjustment came with coordinated efforts between Flagstaff Unified School District and City of Flagstaff*
- *NAU Workplace flexibility: looking to the future, TrueBlue Summer Fridays to continue this year; we will continue working on becoming the best place to work*
- *[Childhood Development Center](#): We will be cutting the ribbon on the physical space in March. Beginning with a small cohort of little ones, prioritizing children of faculty and staff, then moving out to servicing families who work in the community.*
- *Increasing accessibility and affordability across the state*
 - *First identifying artificial barriers, including the pivot of admissions requirements for assured admission to align with coursework completed by high school students more closely for their local school's graduation requirements.*
 - *[Access to Excellence](#) (A2E)*
 - *Recently extended to those enrolled in one of Arizona's 22 Federally Recognized Tribes*
 - *Number of high school students is diminishing in Arizona, and investment in higher education is not as high as in other states – It's important for us to create seamless pathways for prospective first year and transfer students. This spurred the creation of the [Arizona Attainment Alliance \(A++\)](#). A++ is path of universal admission to NAU. These students would have previously received a letter of rejection; however, they will now receive a letter of admission to their local community college.*
 - *NAU received significant funding from Gates Foundation to jumpstart this initiative as A++ is seen as a groundbreaking model for the rest of the nation.*
 - *A++ is also for those who stopped out of NAU. We may offer a reverse transfer for credits from their local community college in order to complete their degree.*
 - *Our progression in enrollment efforts is reflective of our Elevating Excellence 7 strategic goals.*
 - *In-state tuition for Dreamers in the state, starting this spring we are adjusting systems so these students are eligible for in-state tuition and we are working on getting scholarships available to them.*
- *Creating a culture of care*
 - *[Lumberjack CARE Center](#): Ribbon cutting for this center completed in the fall.*
 - *[Jacks Care 24/7](#): Launched recently, leading to the waitlist for mental health counseling dropping to zero!*
- *Next week, we'll be announcing a major investment from the Mellon Foundation to help benefit Indigenous students, announcement will be forthcoming.*

- *The President has spent more time in Phoenix this year connecting with and educating new stakeholders and representative.*
 - *Looking forward to the upcoming 3 years of funding changes, need to navigate through our newer government this year*
- **Q&A**
 - *Erin S. – A brief “Thank you” for the winter closure, very generous that we don’t have to use vacation days.*
 - Q:** *Curious if there’s something that the President has on his mind that he wishes we could do?*
 - A:** *Thinking on how we go from 30,000 students to 100,000 students, learning how we can build campus presence in communities across the state. Doing a major study this year to learn demographic trends in Arizona and learn where it would make sense to create a branch or standalone campus. With A++, we can serve 320,000 students along with the community colleges.*
- **River O.**
 - **Q:** *For the former student to which we are reaching out who did not complete a degree and yet has a significant number of credits - does their last year of credits have to fall within the last 7 years? If not, what is the time parameter, please?*
 - **A:** *It would depend on our community college partners and their policies. Looking at lifetime of credits and residency requirements. There may be a time at NAU that we may decide to award associates degrees, so students don’t leave empty handed if they stop out prior to completing a bachelor’s degree.*
- **Erin K.**
 - **Q:** *A question that came up from the survey was about housing for staff. Can you share more about this?*
 - **A:** *In conversations with community partners and NAU Foundation, have master planning currently happening. Looking to best practices across the country to learn about providing affordable housing for staff, faculty, and students. We do have land that we can subsidize but cannot speak to action items just yet. Attrition rate of staff has recently gone down, we want to keep staff here and we understand that housing is large factor in doing that.*
- **McKenzie M.**
 - **Q:** *What is the mantra or charge for staff going into this semester?*
 - **A:** *Kick Axe! At the end of this semester, we’ll start to see initiatives that we began at the start of the new presidency solidify. Keep focus on the work, work hard to advance priorities. Remember that it’s about the student, students drop out mostly because they feel like they don’t belong. How do we create an environment where we’re driving hard to get work done, but we have empathy and can take the time to treat students like they can succeed? They are ultimately the one’s that define our success. I know we are all working hard and doing the best we can to make it happen.*

9:05 Chef Mark Molinaro – Hotel and Restaurant Management

- *One thing we are working on with staff and students is “Excellence”. Recently, co-founder and president of the Ritz Carlton Hotel Company, Horst Schulze, visited with HRM staff. One of the pieces he mentioned was, “when you get within 10 feet of someone, you make a choice in how you want to engage with them”. You can ignore them, you can look up from the work you’re*

doing, and you can greet them. If you stare at your work, you're saying your work is more important than that person.

- *The Choice Lounge has some significance for NAU. This was President Walkup's home, everyone is welcome to come here and hang out. Either in the Choice Lounge or in the student run café next door – great scones!*
- *This year, HRM has new staff, new drive to reacquaint themselves with the mission and vision of their school, and new initiatives to connect with the campus community.*
 - *Challenge this semester is to reacquaint selves with mission and vision of the school. Identifying how they can impact their community. Will do this from getting out of comfort zone, organizing, collegiality (office moves, daily drip, connection with one another). Using Monday.com*
 - **HRM Bun Run:** *Happens on Wednesdays at 11:30am, please reach out so they can spread love around and off-campus. Keep an eye out for an upcoming NAU story to learn more!*
 - *Large focus on job and career readiness for students*
 - *Opening a HRM campus in Mesa at Gateway Community College, designing 1,800 sq. ft. building*
 - **HRM Café,** *opening at 8am-3/4pm on Jan. 30 – Open Mon-Thurs*
 - *Bakers come in the morning and make 2 varieties of fresh scones.*

9:15 Dr. Sara Rinfret – MPA Program Director

- *Geared towards working professionals and are fully online*
- **Master of Public Administration (MPA)** - *nationally accredited and on campus since 1980*
 - *Revamped all curriculum with 7 core classes that range from budgeting, policy analysis and human resource management.*
 - *Students can specialize outside of core classes, geared towards public and non-profit sector professionals.*
 - *Rolling admissions with specific deadlines, apply with a transcript, resume, statement of interest and 3 letters of reference*
 - *July 1 – Summer start*
 - *December 1 – Spring start*
 - *March 1 – Fall start*
- **Public Administration Certificate**
 - *4 classes, online and credits towards MPA if you decide you want to move forward with MPA*
- **Partnership with Applied Indigenous Studies,** *students can focus on tribal governance for a fully online and double dipping emphasis.*
- **Public Service Academy, Training and Development: This year's topic, "Why Public Service Matters"**
 - *Annual 1.5 day public sector training, will have different topics each year*
- *Just launched a public speaker series this spring, all speaking engagements are free and open to students*
- *Support and cost (Please see PowerPoint provided in Zoom Recording)*
- **Q&A**
 - **Q:** *Can employees use eTRP for PA certificate?*
 - **A:** *Yes*

9:25 Announcements and adjournment

- *Shannon S. – A “Thank you” for all who participated in our service committee initiatives. We will be doing a spring volunteer event, so stay tuned.*
- *Sheila A. – Proposal and structure for end of year celebration will be submitted soon.*

Adjournment at 9:28am by Erin K.