

## STAFF ADVISORY COUNCIL

### Meeting Minutes

August 17, 2023

#### University Union, Grand Canyon Room

- Welcome to SAC
  - Space to collaborate and connect, bring a friend next time!
- Justin Mallet, Vice President for Inclusive Excellence
  - Joined NAU June 1<sup>st</sup>
  - Create an environment that is welcoming and inclusive for everyone
    - Ensure we are creating an environment where we feel welcome, valued, and respected regardless of location (remote, statewide, mountain campus)
  - In first 77 days with NAU, identified areas we are going to focus this year
    - Shift our language to “Inclusive Excellence”, aligns with Elevating Excellence (strategic roadmap)
      - DEIJ and DEI terms have been weaponized
      - Creating an inclusive environment for students as well as staff and faculty
    - Revise Diversity Strategic Plan done in 2020
      - Revamp, edit, and reprioritize plan
      - Bekka Alvarado is serving as the SAC representative
        - Want to make sure SAC has a voice in the room to ensure staff are involved in setting actions, goals, and initiatives
    - Number one goal is to make sure he hears from all of us
      - Justin’s door is always open and we can always email
      - Office located in Ashurst, please stop by!
      - Campus Inclusion Team is also located here
  - Questions
    - What is NAU already doing well and what is biggest thing we need to tackle
      - NAU is doing a lot of great things
      - We do not have alignment
        - Individual departments are doing their own great work, but these areas are not talking to each other
        - If departments individually assess their alignment with the strategic plan, everyone falls at different levels creating friction where we do not need friction
      - Want to be transparent about the work we are doing because currently people do not know about it
        - Show people and their work are valued
        - help ease NAU community fatigue
    - How can SAC support you?
      - As we build Inclusive Excellence Action Plan, Bekka can carry information about what work is being done back to staff
      - Eventually, feedback on what they have pulled together

- If SAC has any ideas of what we see happening within the greater Flagstaff community and at NAU, share with Justin and his team
    - He would love to be a part of any events that might be going on, helping to make everyone feel welcome
  - What is another major goal?
    - Personal goal is to be out there, Worldwide Tour
      - Be out in the NAU community so he can connect with everyone, share work, learn about what is going on
      - Connect with statewide locations as well to make sure we are creating university-wide inclusive excellence
        - Finds it interesting that NAU-Yuma has been a Hispanic serving institution for 27+ years but NAU just became a formal Hispanic Serving Institution in the last year or so
        - Want to connect the work starting at mountain campus with the work already being done at Yuma
  - Are you open to attending student club meetings?
    - Yes! Open to attending faculty, staff, and student meetings
    - Wants people to know this work is more than about race, it is about all of our identities and lived experiences and their role in creating this inclusive excellence
- SAC will be walking together to the University Convocation, meeting at 8:10am in front of Cline Library, everyone welcome!
- What SAC is working on over the next year
  - Feedback from staff about participating at some level
  - We took some time over the summer to calibrate what priorities SAC could take on for staff this year and readjusted some of the internal committees
  - Most important part is that we want to encourage non-voting member participation (all staff)
  - If you are interested, send an email to [SAC@nau.edu](mailto:SAC@nau.edu) asking to be added to the committee you would like to join
  - Internal committee information
    - Service & Volunteer Engagement Committee
      - Focus on volunteer and engagement at NAU and within Flagstaff, also considering statewide opportunities
      - Looking to help employees use their 16 hours of community engagement time
      - Some of the big events done in previous years include the warm clothing drive, holiday giving tree, Flagstaff Family Food Center food packing and distribution, community cleanup
      - As a member you would help with brainstorming volunteer opportunities, coordinating logistics, advertising and preparations, as well as volunteering when you can
      - Join the team if you are interested in creating a positive impact in your local community and at NAU
    - Community Building Committee
      - All about looking internal and realizing capacity for good work with the resources we have available at NAU and among one another

- Want to ensure these resources available to statewide and remote
  - Key tenants are accessibility, inclusivity, and belonging
    - regardless of your position or location, you are staff and you belong here and deserve to have a voice in this work
  - Building community is not done in silos and is a collaborative process so we want to encourage participation in this committee
  - Meeting 2<sup>nd</sup> and 4<sup>th</sup> Friday at 1pm for 45 minutes
- Survey Committee
  - Responsible for developing and sending out staff feedback survey that goes out every other year
  - This year, development of real-time staff feedback field survey on our website since every other year is not enough to hear from staff about priorities, concerns, and needs
  - Brainstorming a way to introduce specific questions in SAC newsletters
  - Join to help develop questions and new initiatives to take the pulse of the university
- Staff Advisory Council Mixer and Fundraising
  - Fundraising is a new component this year
    - We have a textbook scholarship and a foundation account but we haven't focused on making these bigger and better
    - Joining does not necessarily mean you are going out and asking for money, it might be that you are helping create an event that would help raise funds, doing marketing to help promote the foundation account, etc
  - Planning the Mixer and help with logistics or volunteering at the Mixer the day of
  - Help needed to better support statewide locations
    - Would like an active voice to help make it a helpful event statewide
- Question: how do we know if we are a voting member?
  - Voting members are nominated and have advanced notice
  - There are 25 voting members
  - However, all non-voting members are welcome to join these committees
- Dawn Clifford with UCAN program
  - Directs health coaching program available to students, staff, and faculty
  - UCAN
    - One-on-one health coaching
    - Located in HLC on fourth floor, Room 4011b
    - In person sessions available in that space as well as virtual services
    - Everyone is welcome, including statewide/remote locations
    - First session is free, 3 sessions for \$10, 6 sessions for \$20
    - Here to support our health and wellbeing
    - Health coaches are student volunteers wanting direct experience, usually seniors and graduate students
      - Academic focus is often nutrition, fitness/wellness, psychology

- Completed a full semester of motivational interviewing training before they can start
  - What do they do?
    - Help you identify what are your goals, what are your values, guide you in exploring motivation for change and how that aligns with goals/values
    - Great listeners
    - Treat you as the experts, ask you for your ideas
  - Scheduled for an hour, but engagement is likely 45-50 minutes, later sessions can be shorter
  - Areas of change where they can help: mindful eating, stress management, fruits & veggies, physical activity, body image, sleep
  - Activity: what are your health and wellbeing goals?
    - Share with your colleague and discuss
    - What are three positive things that could happen if you made this change and share with your colleague and discuss
    - What is one small step forward and share with your colleague and discuss
    - When you think about your small step, how confident are you feeling from 1-10, if below 8 think about tweaking the goal so it feels more doable
  - When incorporating fun into the change, it is a change for life
  - Not only does this program benefit our university community, but helps students develop their resume and getting them out into the workforce
  - Contact Info:
    - Instagram-@nauhealthcoach
    - website: [www/nau.edu/ucan](http://www.nau.edu/ucan), check out weekly blogs
    - Dawn's contact - [Dawn.Clifford@nau.edu](mailto:Dawn.Clifford@nau.edu)
- Shoutout: congratulations Sharon Doctor from the Office of Indigenous Student Success, our homecoming dedicatee this year
- If you have ideas for presentation topics or engagement opportunities, email [SAC@nau.edu](mailto:SAC@nau.edu)
  - Trying to emphasize engagement and connection at these meetings this year
- Introduction of new executive committee
  - McKenzie McLoughlin – President
  - Sarah Negovan – Vice President
  - River Olsen – Classified Staff Representative
  - Bekka Alverado – Service Professional Representative
  - Katie Hill – Communications Liaison
  - Maria Galvez - Secretary
- We will post zoom recording on the website and be sure to check out the newsletter every month!