**STAFF ADVISORY COUNCIL**

**Meeting Minutes**

**September 21, 2023**

**Babbitt Administrative Center, Room 206**

* McKenzie McLoughlin – SAC President
  + Pulse Check Survey – available via newsletter as well
    - Since it is not a formal survey year, doing pulse checks about things that are important and relevant to our job and how we are feeling
    - This month is about chatGPT and generative AI
* Erin Kruse - Service and Engagement Committee Events
  + 23rd annual warm clothing and food drive to launch on Monday, September 25th
    - Ends October 13th (Family Weekend)
    - Collecting food, warm clothes, personal care items
    - Focusing on supplies for Louie’s Cupboard and the Lumberjack Care Center and a local organization that supports children in foster care
    - Items will also go to our long-time partners, like the shelters, as well
    - Boxes go out to buildings on Monday
    - Erin will send out posters as well
    - Encourage people in your sphere to donate
  + The drive culminates in a service project on Friday October 13th
    - 1st Annual Family weekend High Altitude Service Project
    - Sorting donations and getting items out to recipients
    - 8am-4:30pm with different shifts
      * Picking up boxes, bringing them to the west University Union lawn
      * Sorting project on the west University Union lawn
      * Getting donations out to campus and community partners
    - Also, will have opportunity to help build bikes for children in foster care
  + Students, family, staff, faculty, alumni, retirees, and the event is family friendly so children welcome!
* Missy Freshour - Chief of Police
  + Campus safety with Robert Church
  + September is National Preparedness Month
    - Opportunity to talk about what NAUPD and Emergency Management do
    - Everything discussed today applies to all NAU locations (statewide)
  + Call or text 911, elevator phones, blue phones
    - “Call if you can, text if you can’t”
  + Non-emergencies call 928-523-3611 (main campus) or email [askNAUPD@nau.edu](mailto:askNAUPD@nau.edu)
    - Safety escorts is something offered here
    - Requests or follow-ups to this meeting, email askNAUPD
  + NAUSafe app focus on safety procedures
    - NAUSafe app is different from NAUGo App
    - Automatically enrolled in alert system based on how you are entered in Peoplesoft, but texts and email may be slower than NAUSafe’s push alerts
      * Texts can take 3.5 minutes on Flagstaff Mountain campus
      * Emails can take almost seven minutes
    - Push emergency messages from NAUSafe app are immediate
    - Statewide – you can set your campus location settings through About/Preferences – Campus Location Settings
    - Administrators or people who travel, you can select multiple campuses
    - Also available through app: friend walk, mental health resources, crime prevention tips, take action guidance, etc.
    - Available on OIS or Android
  + Emergency posters available
    - New posters out for about a year and a half
    - Some locations still have old posters
    - Most recent poster has QR code
      * If no QR code, reach out and PD will get a new code to you
    - PDF version also available for statewide locations
      * email askNAUPD if you need a copy
  + Run, Hide, Fight education for preparedness
    - Nau.edu/threat
      * Threat assessment information
      * includes a link to a video on Run, Hide, Fight
    - Department/group presentations also available through <askNAUPD@nau.edu>
      * About an hour
      * Robert Church is currently providing this training
    - Will also do site safety visits to walk through space and talk about run, hide, fight within your space
* Anika Olsen – Vice President of Enrollment Management
  + How can we make sure we are leaning into access mission?
  + Started with Admissions Pilot Program
    - Not all Arizona residents had access to the 16 core courses required to attend NAU
    - These residents were primarily located in rural areas
    - Arizona only requires 14 courses to graduate from an AZ high school
    - NAU changed requirements to these 14 courses
    - First class to come in with 14 core is the class that just sat
    - We are welcoming more first year AZ students than ever
    - Most diverse class we have had
  + A2E – Access2Excellence
    - When thinking about Financial Aid, we talk about “EFC”
      * Estimated Family Contribution determines for what type of financial aid a student might be eligible
      * But most students and families do not know what this means or what the student’s EFC is since the student fills out FAFSA and the federal government calculates and sends the EFC to institutions identified by the student
      * Let’s change our language and use family income
        + More easily accessible information
    - Not focusing exclusively on Flagstaff Mountain campus students
      * Traditionally across US, the traditional student coming directly from high school (whether in need of financial support or not) is the most well-funded student
      * Transfer students are typically not
      * We wanted to make sure if we are using a new metric like household income, we’re including our 20 statewide sites and transfer students
    - With these changes, began running models - specifically 83 models
      * Results at the time these models were run:
        + $65,000 was the median household income in AZ

1 out of every 2 households at or below this

* + - * + Or a member of one of the 22 recognized tribes
        + We make sure their tuition is covered
      * This is done in a number of ways – scholarships, grants, etc.
        + Cover tuition and sometimes above for other costs of attending university
    - Wanted to make sure students choosing not to attend institutions of higher education could see themselves in common language with us
      * If you are graduating from an Arizona high school, we want you and we’re trying to make it affordable with A2E
    - Nearly half of all students who applied for financial aid were eligible based on the new income threshold
    - Saw more Flagstaff AND statewide students because of A2E
  + Question: so NAU is not going to go broke with this program?
    - No
      * Historically we were merit-based aid
        + If you graduate from high school or come out of community college with this GPA you get X dollars of aid
        + That is awesome but it doesn’t put our dollars into making higher education equitable across the board
      * Slowly turning the ship toward need based aid
      * $65,000 gets a little above the Pell grant limits of eligibility, a little more into middle income
    - Incidentally, we can stop thinking about EFC, as with the new FAFSA (TBD when it will be available) they are switching to the Student Aid Index (SAI)
  + Question: does this change what financial aid is available to students? And how are we making up lost income from this program?
    - We did not do this with any new buckets of money
    - When Federal government gives us EFC or SAI, it does not impact need level
      * If the student is eligible for other things like Pell Grant or scholarships, they still are eligible and will receive these
    - The “bucket of money” is called University Grant
    - We were already covering some students, but not all
    - We adjusted some merit-based scholarships to make it a little tougher to get (like Lumberjack Scholarship) from a 3.5 GPA to a 3.75 GPA
    - re-allocate this aid to need based
    - Models included a balance of enrollment, net tuition revenue, how much we spend to meet first two metrics
  + Question: will this number change with inflation/ the economy?
    - Yes, we have modeled above and below 65k
    - When? To be determined
  + Additional questions, contact [Anika.Olsen@nau.edu](mailto:Anika.Olsen@nau.edu), visit [nau.edu/A2E](mailto:nau.edu/A2E), or email [SAC@nau.edu](mailto:SAC@nau.edu)
* Heather Nash – Director of Employee Assistance and Wellness (EAW)
  + Four counselors, a waitlist of 8-12 weeks for counseling due to staffing shortage
  + Services provided:
    - Counseling
    - Weekly groups like getting along with coworkers, mindfulness practice and improving resilience (every Tues, Weds, Thurs at 8:30AM), grief group, men’s group
    - Tons of workshops like forest therapy walks, etc.
  + Check the EAW newsletter sent to email every other week Tuesday morning for all the program offerings available
  + Paula Kulen, EAW’s Administrative Assistant, is available to help answer questions
  + You can still earn lots of points for HIP Program
    - 5,000 points to see primary care doctor
    - Lots of people have reached level 5 which is a secret level where you will get entered into a raffle for fabulous prizes in addition to $300
    - Switched to HIP because interacting with your health on a regular basis is important
  + Open Psychologist position potentially opening up to counselors, social workers, and MFTs
    - Tell anyone you know who might want to come to or stay in Flagstaff to apply
  + Sept 10th was National Suicide Awareness Day
    - Theme of creating hope through action
    - Exercise: grounding technique
      * Use when feeling stress or helping someone experiencing stress
      * Way to get in touch with the present and calm stress responses
      * 5, 4, 3, 2, 1 technique using the five senses: hear, feel, see, smell and taste
      * Take a deep breath then pick one of the senses and describe in your mind five things you notice with that sense, ex: five things you can see, then pick another sense and describe four things you notice, and so on
    - Gatekeeper Training certification (QPR)
      * Working with Health Promotions and Counseling Services to provide this certification
      * You can be certified every two years
      * Encouraging staff and faculty to take the pilot program and provide feedback
      * Geared towards how to have conversations with someone who is in distress and may be contemplating suicide
      * Gives you tools and data driven information about how to have these conversations
      * The training is online and takes about 45 minutes
      * Will send more information when it is coming
    - Website: [nau.edu/eaw](https://in.nau.edu/eaw)
      * Page with calendar of workshops, groups, clubs, etc.
* Carrie Bieging and Eva Johnson – Foundation and Office of Alumni Engagement
  + Lumberjacks Thrive Program
    - Externships, community building grants, and career mixers
    - Donor funded initiatives through the Foundation
    - Externships
      * Connecting undergraduates (sophomore or above) with executive-level alumni for on-the-job experience
      * Applications open now, please share
      * Commitment of 2-5 hours a month
      * 1 on 1 mentoring
      * Executive job shadow in the spring (all expenses paid)
        + Job shadowing all over the country
    - Grant program
      * Promoting connections between students and alumni with financial support to student clubs and organizations
      * Students apply for a grant to connect alumni back into their club
        + Foundation/Alumni Engagement can help students figure out what they want to do if their idea is sort of nebulous
        + Examples: Group mentoring, networking events, alumni presentations, tour of alumni businesses, sustainability career panel, etc.
      * 16 grants provided in FY23
      * Funding provided on first come first served basis, even if event is in spring
      * Apply on website
    - Career mixers
      * Help alumni and students connect for job related discussions
      * 140 people came to attend first mixer of the year
      * Working to make conversations about careers and where students want to be in life a more friendly and non-intimidating experience
    - [Carrie.Bieging@nau.edu](mailto:Carrie.Bieging@nau.edu) and [Eva.Johnson@nau.edu](mailto:Eva.Johnson@nau.edu)
    - [Foundationnau.org/lumberjacks-thrive](https://www.foundationnau.org/s/1898/custom19/interior.aspx?sid=1898&gid=2&pgid=628)
  + Question: Is the mixer for alumni or specifically for recruiting? No, it is for welcoming alumni back and creating a community, not for recruiting
  + Question: if there are alumni outside of NAU in executive positions, how do we connect them with this program? send Carrie and Eva an email with the alumni information and they will take it from there
  + Activity: fun getting to know you (networking) activity
    - FYI during activity from Erin Stam – buses are only crowded during the twenty minute changes between classes and if you download the NAUGo app you can see how crowded the buses are in real time (red, yellow, and green)
    - Encourage everyone to look someone up on the attendance list or in the online list to have a coffee date, even if over Zoom to continue networking
  + Student Philanthropy Month (Axe of Kindness Month)
    - September 26th – October 29th
    - Many opportunities to engage
    - NAU Foundation partners with student clubs and organizations to launch crowdfunding projects
    - Interested student groups should contact [Debra.Floyd@nau.edu](mailto:Debra.Floyd@nau.edu) ASAP
* President Cruz Rivera
  + New initiatives coming that we will hear about at ABOR meeting next week
  + Three known priorities for the year
    - Academic Momentum
      * Owe it to our students that they not only have access to affordable, high-quality education but that once they are here, we give them the tools to graduate
      * Goal to help the majority of students graduate in four years
      * More information to come
      * The work that staff do is essential!
        + What we all do is what helps create a learning and teaching environment that that allows them to have the confidence to move forward in a way that will advance their goals
        + As an example, Athletics is very successful at ensuring students on track to graduate; done through a mindset, always recruiting their students to come back next semester
    - Ensuring we continue to invest in our people
      * We are a people first university
      * Keep building on new NAU workplace, like extension of True Blue Fridays
      * The only way we can serve our students well is with top talent that is motivated and feels good about the place where they work and value
      * Enrollment folks are doing an awesome job at bringing new students in, but if we can’t keep them, we can’t pay the bills
        + Total new money provided by the state last year was $1 million
        + Essentially, can we sustain the retention of our students and their progression so that we can make sure that we have the finances in order that will allow us to continue to do right by our people
    - Financial sustainability
      * Not only about revenue generation through tuition and fees but also about how we are allocating the funds we do have
        + Ex: to do the salary increases we had to get departments to reduce non-personnel expenses
      * On track to meet 10% goal but this will need to be balanced
  + Question: Would like to hear the plan to bring in different departments for Academic Momentum
    - Academic Affairs and Student Affairs charged with coming up with a set of action items
      * Organizational as well as programmatic
      * Will announce in coming weeks
      * Put together a small taskforce charged with implementing academic momentum
    - Example of how Advising contributes to academic momentum already
      * Walking with student who explained she switched majors because Nursing was not the right fit for her; she moved to Dental Hygiene because all her existing credits could be transferred
      * She did not know this was possible until she spoke with her advisor and without this support, we would have lost this student as she was considering leaving
      * We need to be more proactive like this to make sure our students know there are different pathways, and they don’t need to get stuck in a place that might not be the best fit for them
* Meeting adjourned