

Staff Advisory Council (SAC) Public Meeting Minutes

Date: October 16, 2025

Time: 9:00 AM

Location: Cline Library 200 & Statewide Watch Parties

Facilitator: River Olsen

Recorder: Stephanie LHommedieu (transcription)

1. Welcome and Opening Remarks

- River welcomed attendees in person, online, and across statewide watch parties.
- Delivered NAU land acknowledgment.
- Reminder: Fall 2025 SAC Book Scholarship closes October 17 at 5 PM.

2. Presentation: NAU Website Updates – Megan & Annika

- NAU currently operates in three web environments: new NAU.edu front door, legacy.nau.edu, and in.nau.edu.
- Legacy site is temporary; units should identify content to migrate or delete.
- in.nau.edu remains editable by site stewards; no global move behind CAS occurred.
- New website launched July 31; rapid build acknowledged missing content—updates ongoing.
- Research.nau.edu subdomain launching mid-spring 2026.
- Content requests must route through senior leadership (directors/VPs or academic marketing teams).

3. Presentation: University Ombuds – Laura Umphrey

- Conflict Resolution Day acknowledged.
- Ombuds Office provides confidential, impartial, informal guidance for workplace concerns.
- Services include consultations, mediation, conflict coaching, facilitated conversations, and workshops.
- Annual report highlights: 177 appointments, 8 mediations, 19 workshops, 4 consensus sessions.
- Most common issues: communication breakdowns, supervisory concerns, peer conflict.
- Encouraged staff to schedule appointments via Ombuds website; workshops available on request.

4. Presentation: Benefits & Open Enrollment – Amy Ellen

- Open Enrollment: October 20 – November 7.

- Changes allowed for medical, dental, vision, HSAs, FSAs, life insurance, and short-term disability.
- HSA and FSA contribution limits increased.
- Vision premium slightly increased; dental unchanged.
- Flagstaff Benefits Expo: October 27, High Country Conference Center.
- Weekly drop-in sessions at Facilities (Building 77).
- Benefit changes completed through LOUIE; instructions provided.

5. Presentation: Educational Leadership & Ed.D. Program

- Community College & Higher Education cohort launching Spring 2026.
- Cohort includes NAU and CCC employees; hybrid model with monthly in-person sessions at CCC.
- Accelerated one-year program: four courses spring, two summer, four fall.
- Internship required in fall; designed for career advancement in higher education.
- Employee Tuition Reduction Program (ETRP) may apply; 10% tuition reduction under review.

6. Community Announcements

- Lumberjacks Thrive Externship applications open; mentorship + job shadow program.
- FSO October concert volunteer opportunities via Acts of Service; 15% NAU staff discount.
- Pulse Check survey includes FSO ticket giveaway.
- One open SAC voting member position—interested staff encouraged to reach out.

7. Closing Remarks

- Next SAC Meeting: November 20, 9:00 AM, University Union Havasupai A/B.
- Attendees invited to enjoy snacks and coffee following the meeting.