



November 16, 2021

Dear Lumberjacks,

Northern Arizona University has a long and proud legacy of being a university that is closely engaged with the communities we serve. Whether it be through clothing drives, stocking Louie's Cupboard, or ensuring those in need still enjoy a rich and vibrant holiday season, our faculty, staff, and students show up to give back. NAU is truly an exceptional place to work—in part because of our Lumberjack community and the ways in which we support each other. This is why we are taking the idea of giving back to the next level.

Since the announcement of the new University Closure policy, the Human Resources team, in consultation with the New NAU Workplace committee and others, has been working to enhance practices that support NAU's commitment to community. Thanks to these important efforts, I am pleased to announce the launch of a new policy, which will give classified staff, service professionals, and NAU administrators 16 hours of paid work time each year to volunteer in their communities.

The Staff Community Engagement Time policy will go into effect on January 1, 2022.

The [full policy](#) and [FAQs](#) are available online; the website includes information about eligible organizations, supervisor approval, and more.

My thanks to the individuals and teams that have worked to develop and implement this important policy. It reflects our institutional identity and aspirations to create unity and collaboration by supporting the many excellent and impactful organizations in our communities locally and throughout the state.

I am so pleased that we are quickly making important and transformative policy changes that support the goals of the Strategic Roadmap and our vision for the future of NAU. As we approach the holiday season, I hope this inspires each of us to redouble our efforts in giving and supporting our neighbors and those in need.

In partnership,

A handwritten signature in black ink that reads "José Luis Cruz Rivera".

José Luis Cruz Rivera
President



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