

1. Faculty Non-Renewals
  - Consider other budget strategies *before* non-renewals
  - Consider workshare/job share instead of non-renewal
  - Extend health insurance to the end of June
  - Provide ongoing campus access to library, email, career services, Employee Assistance & Wellness, etc.
  - Rehire NTT faculty back full-time, without a new search, to their same position, as enrollment warrants; do not replace FT lines with PT/Adjunct positions
  - Provide data by college for the total number of non-renewed faculty
  - Resume year-long contracts in Fall 2021 for stability, recruitment, and student success
  - Clarify language in NTT contracts re: mid-contract termination based on enrollment. Who, how, when?
2. NAUFlex
  - Involve faculty in its development and definitions. Teaching modalities are a curricular matter, and faculty are stewards of the curriculum according to our governance documents. Faculty involvement in the development of NAUFlex is a must. If there are faculty currently involved, please make that group easily searchable/contactable so we can send them suggestions.
  - Be aware of the massive extra workload faculty are required to perform to be prepared to offer classes through a new modality—offer training, TA support, etc.
  - Do not require faculty to record lectures; let it be faculty choice
3. Classroom and Campus Operations
  - Require students to wear masks in the classroom; create syllabus policies to enforce
  - Feature masked students in marketing material
  - Articulate a plan for shifting to remote-only instruction; when and how will we know?
  - Clarify confusion over COVID Caps versus 33%/50% caps—provide consistent and clear calculations on classroom capacity that ensures safety
  - Take administrative responsibility for ensuring classroom safety and following CDC guidelines – this will otherwise waste valuable class time and good will
  - Provide a campus dashboard of COVID cases specifically on campus
  - Provide information to faculty if a student tests positive who has been in their face-to-face classroom
4. Demonstrate leadership and shared sacrifice by implementing a 10% upper administration pay cut
5. Guarantee a salary threshold for any employee-wide salary reduction program
6. Issue a COVID -19 Tenure-Clock-Delay for TT faculty without adding extra teaching to their SOE or other punitive measures
7. Faculty Choice in Modality and Scheduling
  1. Allow faculty workplace flexibility without having to file through Disability Resources or be ADA compliant
  2. Conduct a survey to determine faculty willingness to teach face-to-face versus other modalities
  3. Allow faculty to choose the Saturday-class rotation
8. Offer reduced parking fees
9. Re-imagining NAU
  - Establish Faculty/Faculty-Senate-led process (faculty are stewards of the curriculum according to our governance documents)
  - Development of metrics with broad, articulated, shared values
  - Require supermajority of Faculty/Faculty-Senate approval of final plan
  - Consider value of contributing to social good in addition to student and employer metrics
  - Focus on serving first generation students, Native American students, and students of color as well as hiring/retaining more diverse faculty members
  - Consult a variety of stakeholders, including staff and students
10. Shared Governance
  - Include Faculty Senate ex-officio representation on the newly-formed University Chairs Council (UCM)
  - Solicit faculty involvement in outgoing messaging to both students and faculty
  - Share with us the budget that is guiding decisions on non-renewals, campus operations, remote teaching, etc.
    - Consider a participatory budgeting process (ex: <https://stories.opengov.com/tucsonaz/published/U6wwIHBe9>)