Dear Campus Community,

I confess that I’m a little at a loss for words on how to describe this week. I cannot tell you how grateful I am for the sheer enormity of the effort and care that has been demonstrated on so many fronts by our community. It is spectacular and beautiful. On a personal note, thank you for all the emails, notes and messages left to encourage the leadership team as we continue the complicated and challenging work. There is nothing so inspiring than to receive caring from the people that you serve. Thank you for all you’ve done and will continue to do. YOU are Superior.

**Town Halls**

Four Town Halls were held which outlined the situation that we face and why, especially the enrollment and financial challenges, and what we as a campus are all doing to try to help our situation. We have posted the PowerPoint used at the presentation on the website at [https://www.uwsuper.edu/ehs/coronavirus/furlough.cfm](https://www.uwsuper.edu/ehs/coronavirus/furlough.cfm). To address the budget impacts, we will be controlling the expense side of the equation as best we can while still trying to focus on the things that can help us.

We also are making available voluntary furloughs for those who may not have enough work at present. Should you be interested in learning more about this option, please connect with your supervisor and HR to explore next steps and work through the process. Should voluntary furlough occur for anyone, it would run through June 30, 2020 and then be re-examined. It may be possible to extend it beyond this date but that determination would need to be matter later based on the evolving situation and campus needs.

I also talked about the likely implementation of some sort of intermittent furloughs starting July 1. UW System general FAQ’s on furloughs can be found at [https://www.wisconsin.edu/coronavirus/frequently-asked-questions/](https://www.wisconsin.edu/coronavirus/frequently-asked-questions/) I know that there are many questions yet to be answered as to details. If you do have questions, please send them to HR or to your Cabinet officer. We are compiling a list to be answered as we work through developing a personnel plan.
As I tried to indicate, the policies and rules surrounding how we address our situation are complicated and involve intersections of federal law, state law, Regent policy, and UW System policy. The interpretation and guidelines seem to be changing weekly if not daily. HR and I are doing our best to be very thorough and clear in our understanding, to press UW System when needed for answers, and to be cautious and judicious. Many more conversations need to happen for us to more fully understand all the nuance that is our campus. We are doing our best to try to minimize the impact on you. What I can tell you that we are looking to get clarity by mid-May. The most important idea from our Town Hall meetings was to let you know what might be coming so that you can plan your lives. We wanted to give you fair notice and be fully transparent about these developments. Although I know how hard it is to have ambiguity and unanswered questions, please continue to be patient----we are committed to being careful, thoughtful and intentional about any personnel related plans. You are important to the present and future of our campus and we are going to do our level best to do the right things in a careful way. We are going to take the time necessary to obtain critical information so the decisions are wise.

Please also remember that we are not in the process of layoffs. Any delays you may be experiencing in completing annual review or renewal processes are not related to layoffs. We are working to get contracts out the door in HR as soon as possible; it’s just been a little hectic. The faculty tenure process should be moving forward as normal as well as faculty promotions. If you have specific concerns, please direct your questions to your Cabinet officer or HR.

Also, it is likely that you will hear what is happening at other campuses. We are NOT those campuses. Please don’t assume that what is happening there is happening here. If you hear a rumor, please ask your Cabinet officer for clarification. If we all check out what we are hearing, we can all remain clear and knowledgeable about what applies to our campus and the many things that do not apply right now. It will save us a lot of stress and anxiety if we always promise to check out what we hear about other campuses in the UW.

**Governor Evers and the May 26th Safer Order**

There is a challenge out by the legislature over the May 26th date which extended the Safer at Home Order by the governor. We expect that it will need to be decided by the State Supreme Court. Technically the order could not be extended beyond May 12 without legislative approval. Please remain tuned to the evolving political developments related to the Safer at Home Order. We will monitor this carefully and keep you informed.

**Badger Bounce Back Plan**

The governor issued the Badger Bounce Back plan to reopen the economy. I’ve attached a link to the pdf which provides an overview. [https://www.dhs.wisconsin.gov/publications/p02653.pdf](https://www.dhs.wisconsin.gov/publications/p02653.pdf)
It will be a slow reopening of the economy under any circumstances. Thankfully, the university system has been given great latitude to operate as they deem safe. This means that we will be able to continuously assess safety and have significant input into how any reopening process would work here at UW Superior. As always, we are very committed to protecting the health and safety of all of our students and employees.

UW Superior Campus Events Cancelled through July 31, 2020
Finally, on Monday, April 20, we cancelled all on campus events (or moved them online, or postponed them) through July 31st as it does not look like group events will be safe to hold yet. We did encourage that if you have a camp or clinic that can be held on-line or alternative format or be delayed to please feel free to do so. More specific questions can be addressed through your Cabinet officers.

We will be doing our best to keep you informed and to keep communicating. Thank you again for being truly amazing.

Renée