



**Covid-19 Staff Forum  
with Mary Opperman, VP and CHRO**

Wednesday, March 18th, 2020

12:19:06            →<sup>a</sup> Adam: Gina is saying that we're not -- they're working on it,  
12:19:10 but they don't know, they don't have an ETA. Not  
12:19:15 necessarily being close to be able to expand it. Looks like maybe we will either  
12:19:21 have to maybe hold another  
12:19:25 one. CIT is working on the problem right now. So  
12:19:29 with that in mind, Mary, are you okay with going ahead and then we'll maybe  
12:19:33 follow up with  
12:19:37 another one?

12:19:40            →<sup>a</sup> Mary: Sure, of course. We'll do whatever you think is best.

12:19:44            →<sup>a</sup> Adam: Okay. So I apologize for this  
12:19:53 , everyone. We'll have to put together another one, set it up as a webinar  
12:19:58 likely. But no those of you who are here, thank you for joining  
12:20:03 us. As you can tell, this is somewhat of an  
12:20:08 unless I dented situation and we're all working through it the best we can.  
12:20:12 On the employee assembly, we're not used to having such a large digital forum  
12:20:16 , so we set it up one way and we should have probably set this up as  
12:20:20 a web I that are, but we -- webinar. We'll March  
12:20:25 forward and do what we can and try to get some good afternoon out. We'll also make sure that this is recorded  
12:20:30 and that so that we can get that  
12:20:32 out to folks as well.

12:20:36            I'm Adam Howell. I am the Chair of the employee assembly for  
12:20:41 the 2019/2020 term, as well as the College of agriculture and life sciences  
12:20:45 representative. Thank you for being here. Those of you who could get in. And  
12:20:49 I hope that this \* -- I hope that this helps. This is very uncertain  
12:20:54 time for folks. There's a good amount of anxiety and likely many  
12:20:58 questions. And we're hopeful  
12:21:03 this forum will help you answer some of those. What we're going to  
12:21:08 do it we will ask you all, first of all, to mute your microphone  
12:21:12 and then how we'll proceed is you can either type in your questions in it the  
12:21:16 chat log or what we will do is you can  
12:21:20 use the raise your hand function in the side bar and we'll  
12:21:25 recognize you to have these questions  
12:21:29 be asked for Mary. And I guess I should

12:21:34 also mention Vice President of Human Resources, Mary O  
12:21:38 fferman, is with us and she'll be fielding questions. Thank  
you, Mary, for taking the  
12:21:42 time to be here. And just I know that this is going to be a  
12:21:43 big help and

12:21:47 hopefully we'll get a lot of good information out for  
12:21:49 folks.

12:21:53 Hahe did he pew, vice-chair to the employee  
12:21:57 assembly, will be taking down your questions if you type  
12:22:02 in the chat log or recognizing you. Gina Batis  
12:22:06 ta, Director of the Office of the Assemblies, will also be  
assisting with this. She  
12:22:10 may be working on trying to open up  
12:22:15 the zoom meeting for others, so Hahe, you may  
12:22:19 just be doing this on your own for right now, but we'll  
12:22:20 see.

12:22:24 So with that, Mary, I'll turn it over to you. I'm  
12:22:29 sure you have a few remarks you want to make and then we'll  
open it up for  
12:22:33 questions. Mary heir thanks, Adam. I do have some remarks  
12:22:34 --

12:22:38 -<sup>a</sup> Mary: Thanks, Adam. I do have some remarks I want to  
make, but I really  
12:22:42 appreciate that the employee assembly did this and the fact  
that  
12:22:46 we're having some technical difficulties  
12:22:51 is actually a moment to reflect on how we deal with things  
12:22:55 that disappoint us. So I know that people wanted to get in,  
but  
12:22:59 I'd also just take a moment to thank the employee assembly  
12:23:04 and the Office of the Assemblies for putting this together on  
less  
12:23:08 than 24 hours notice. We learn each time we try something, and  
12:23:13 I just want to say to the assembly's office and to the EA,  
12:23:15 thank you very much. I appreciate this.

12:23:19 So I'm going to make a few remarks and then we can open  
this up no  
12:23:25 \* -- for questions. Let me start by saying that this is truly  
an unprecedented  
12:23:31 situation. As many of you know, I'm far along in my career and  
I've  
12:23:35 been through many situations that when  
12:23:40 I was in them I thought they were unique and different and I  
didn't know how to  
12:23:44 handle them.  
12:23:48 I was at another university when the AIDS epidemic hit and the  
reaction of  
12:23:52 people in the workplace and how that evolved

12:23:58 evolved. I was here through 9/11 and for the great recession,  
and each time I said  
12:24:02 to myself, this is the most challenging thing I've ever dealt  
with. And  
12:24:07 here we are again dealing with something that is truly  
unprecedented  
12:24:11 . The whole world is trying to grabal with the emerging  
understanding of what  
12:24:16 Covid-19 means and what it means for  
12:24:18 us.

12:24:22 We're working our way through this here at Cornell in a  
12:24:26 thoughtful and careful way, yet we are moving quickly  
12:24:30 , because the situation warrants it. We have, right  
12:24:35 from the start, prioritized the health of our community  
12:24:39 and president Pollack and our leadership team have  
12:24:43 made some very difficult and courageous decisions, including  
sending  
12:24:48 people home in order to de-dense I identify our campus.  
12:24:52 When we moved to remote work, most of our staff, we moved to  
remote  
12:24:56 work and most of our staff have either moved into remote  
working or  
12:25:01 will be doing season. But not all of our work can be  
12:25:05 done remotely, and in those cases, our leaders are assessing  
12:25:09 what work still needs to be done  
12:25:14 and how best to do it. Since this pandemic first became  
12:25:18 known to us, we have been trying to respond to issues as we  
understand  
12:25:23 them. One of the things about this health crisis is what  
12:25:27 we knew and understood yesterday may have changed today. So  
we've  
12:25:31 been focused on the issues right in front of us. And let me  
give  
12:25:35 I just a few examples. And these are just a few.

12:25:39 On March 10th, that was ten days ago,  
12:25:44 we decided that it was best for students to  
12:25:49 leave campus and we made the decision that they should not  
return  
12:25:54 after spring break, which would begin on March 27th, and  
12:25:58 that instruction would begin online after break.  
12:26:02 Three days later, it became clear that it was not in the best  
interest of our students  
12:26:06 or the campus community for the students to remain on  
12:26:11 campus until March 27th. And so we made the decision to  
suspend  
12:26:15 classes at the end of that day and asked students to begin  
12:26:19 to leave for home. That  
12:26:23 significant change happened in three days.  
12:26:28 At the end of that day on March 13th, all K-  
12:26:32 12 schools in the County closed through April  
12:26:37 12th. Other counties soon followed  
12:26:41 . On March 16th, 3 days later

12:26:45 , the governor ordered that all food establishments  
12:26:49 must move to takeout only by 8:00 p.m. that night and the crowd  
capacity was  
12:26:54 reduced to 50 people. Yesterday, March  
12:26:59 17th, daycare centers in the County were ordered to close for  
12:27:03 all but healthcare workers and first responders.  
12:27:09 Many of you have probably felt like you've been in this  
situation for a very long time  
12:27:13 , but in fact, we've been in this situation for less than  
12:27:18 two weeks. And so here's what I've learned. What we  
12:27:22 decided to may be outdated by tomorrow.  
12:27:27 It's very hard to communicate clearly in a rapidly changing  
12:27:32 environment, because it's hard for folks to keep  
12:27:37 up. And it only takes missing one message for your  
understanding to be outdated  
12:27:42 . And that's absolutely okay. People are doing the best  
12:27:44 they can.

12:27:48 I've learned that people deal with ambiguity and stress  
differently. So their reactions  
12:27:52 to this situation are different. For most of us, the  
12:27:57 enormity pandemic is hard to grasp and we find  
12:28:01 that some people are searching for simple answers to complex  
12:28:05 or even unknown questions. This also is completely  
understandable  
12:28:12 . It is a way of coping with something that we cannot control.  
And I've  
12:28:17 learned that sometimes we just need to Showdown, reach out to  
12:28:21 our friend friends, our family, and our colleagues, and take a  
12:28:26 deep breath, even though we don't really know what's coming  
next  
12:28:30 . We have no answers for how long this is going to go on.  
What we are  
12:28:35 doing is learning as much as we can and responding as  
12:28:39 best we can to a changing situation. But  
12:28:45 we are committed to getting through this and getting through  
this  
12:28:50 together. Can you all still see  
12:28:55 me?  
12:28:58 -<sup>a</sup> Yes, we can.

12:28:59 -<sup>a</sup> You can?

12:28:59 -<sup>a</sup> Yes.

12:29:03 -<sup>a</sup> Sorry. Something just happened. So I'm going to keep  
on going in  
12:29:08 case there are still people out there.  
12:29:12 Here's what I would ask of all of you. Take care of  
yourselves.  
12:29:16 I hope by now you all know how to protect yourself by washing  
your hands  
12:29:20 , refraining from common practices such as shaking hands  
12:29:25 , and you should all be practicing

12:29:30 social distancing to the best of your ability. And also take  
care of your personal well-being as  
12:29:34 best you can. Plan to the extend you are able. Be mindful of  
your  
12:29:38 eating habits. Get outside and breathe the fresh air.  
12:29:43 Move around. And get some rest. As the  
12:29:47 president says to me, this is going to be a marathon, not a  
12:29:51 sprint. And let me say one other thing before I turn it over  
for questions  
12:29:56 . I have spoken to so many  
12:30:01 tap and tacklely and leaders over the last nine days. Some of  
them are struggling  
12:30:06 to put this into a place that they can understand and deal  
with, so they are understandably  
12:30:10 looking for sometimes, looking for someone to give  
  
12:30:14 them answers that we don't have and in some cases,  
12:30:20 because they don't know what else to do, they're looking for  
someone to blame, and  
12:30:24 I can understand that. I want a human nature to try to make  
sense of such a  
12:30:28 unique and challenging and changing  
12:30:34 situation, and at least for a while being angry is a release of  
energy, and there's  
12:30:37 something really healthy about that.  
  
12:30:41 I'm asking you, though  
12:30:45 , to be mindful of the impact that anger and  
12:30:49 negativity have on your own well-being, because in the long run  
you need to take care of yourself  
12:30:54 and find a way to do that that is healthy and sustaining. So  
I'm going  
12:30:58 to open up to  
12:31:03 questions now and I'll do my best to answer them, but please  
understand in some cases my answer is  
12:31:07 we don't know or we're working on it.  
  
12:31:11 So with that, I'm going to turn this back to Adam and we  
can open it up for  
12:31:14 questions.  
  
12:31:18 -<sup>a</sup> Adam: Okay. Again, thank you, Mary.  
12:31:22 We really appreciate this, especially as we're seeing in the  
face  
12:31:26 of trying to adapt to an unknown situation. This  
12:31:30 is very helpful. For everybody, again, if  
12:31:34 you have questions, please do one of two things. Use the raise  
your  
12:31:42 hand function or type it in the chat log. And A, I will turn  
12:31:46 it over to you to start fielding some questions for Mary  
12:31:48 .  
  
12:31:52 -<sup>a</sup> Thank you, Adam. So we collected some questions that  
have come through chat, either

12:31:56 privately to me or to everyone  
12:32:01 and also some questions that have been submit through e-mail.  
One of the questions we have, Mary, and thank you so much  
12:32:06 for your time, I think everybody appreciates, you know, this  
opportunity to engage  
12:32:11 with you, the first question that we have is as students leave  
campus, this negatively  
12:32:15 impacts the staff these to provide services for said  
12:32:19 students. We're thinking dining facilities. Many staff  
members, particularly wage workers  
12:32:24 who cannot perform their jobs remotely, may be subject to loss  
of hours, work. I know  
12:32:28 that we've added health and personal days, but this is ten days  
and  
12:32:32 students are gone for the rest of the semester. Can you shed  
some light on maybe  
12:32:37 the preparations or discussions being made to accommodate a  
loss of demand  
12:32:41 for these types of staff members, particularly wage workers who  
cannot perform their jobs  
12:32:44 remotely, you know, discussions

12:32:48 beyond the ten additional days, which I think is pretty  
generous, but again  
12:32:52 , this doesn't cover much of the spirit of time when the  
students are gone.

12:32:56 -<sup>a</sup> Mary: Yep. So it's a great question and it's one I  
12:33:00 completely understand. Right this we  
12:33:04 don't have answers toe that right now. Here's what we're  
doing. We're taking  
12:33:09 a look at work that we do need to have campus. We need to  
figure  
12:33:13 out how long we need that work done for. We're also looking  
12:33:18 at other types of work that we are  
12:33:23 , our service workers and others who are, I don't know, do  
12:33:27 . And we're succeeding on a regular  
12:33:32 basis how long we can continued to find meaningful  
12:33:36 work. So I don't have an answer to that, although it's an  
understandable question  
12:33:43 , because we're kind of going day by day as things  
12:33:47 change and we're trying to, as boast we can,  
12:33:53 keep the workers and their best interests in the tore front of  
our minds as we do  
12:33:56 that.

12:34:00 -<sup>a</sup> Thank you. We also have a question from Jamie who is an  
EA member  
12:34:04 who wants to know what steps in the central university  
administration are being taken to ensure that  
12:34:08 all units, departments are providing their staff with guidance  
and  
12:34:13 instructions that meet the federal/state recommendations with  
regards to workplace

12:34:18 conditions? Heir heir this may be related  
12:34:23 to those who have to be on campus, but if not would you clarify  
it so I'm  
12:34:27 answering the right question? But here's what  
12:34:31 we are doing. We meet at least once a week with all of the  
college HR and business  
12:34:36 officers. They have bee been, since believe it or not, liking  
12:34:41 last week or actually it might have been Investigators before,  
trying to develop  
12:34:46 their remote work strategies and their on-campus  
12:34:50 needs. Again, I just want to say that what we  
12:34:54 knew when we started the planning, what we expected to have  
happen is very  
12:34:58 different than what's happening today.  
12:35:04 So each time something changes, the plans have to be adjusted  
12:35:06 , so

12:35:10 the answer is yes, we are trying to -- and I know  
12:35:14 I talked to the HR people every other day. They're all looking  
-- they're  
12:35:19 all developing their staffing plans, working with people to  
make sure that those who are remote  
12:35:23 have the right equipment, working on social distancing  
12:35:28 for those who are here.  
12:35:35 -<sup>a</sup> Thank you. I have several questions from Brian God  
Godell  
12:35:39 . I want to touch on some of them. I think one is related to  
the question that Jamie  
12:35:44 asked. I believe that the question was posed, why doesn't  
Cornell  
12:35:48 just shut down, period. Front line workers are concerned,  
because  
12:35:52 they feel that they still have to go to work everyday, because  
they can't work remotely.  
12:35:57 Trades, building care, front line workers don't feel safe. They  
also feel  
12:36:01 they're taking a chance by going to work and returning to their  
families and possibly exposing  
12:36:05 themselves. Many members, you know, in this field have family  
members who are in  
12:36:10 higher risk group groups.  
12:36:15 That is the question. Why doesn't Cornell shut down, period?

12:36:19 -<sup>a</sup> Mary: The university is not shutting down. We are  
definitely in a reduced  
12:36:24 operations capacity  
12:36:28 , but at this point our intention is to continue to operate  
12:36:33 . Let me speak specifically to the question that Brian has  
asked, which is if people do  
12:36:38 not feel safe coming to work  
12:36:43 , can we develop an alternate strategy for them and the answer  
is, Brian, we will  
12:36:47 try our very best. For folks who, in the short-term, who feel  
12:36:51 that they can't come into work, they should contact



12:36:56 their local -- their supervisor or their local HR person and we  
12:37:00 will work with them to find another arrange  
12:37:04 meant for them or they can take their time that we've  
12:37:09 put into their bank. In the longer-term, we're trying to  
figure exactly  
12:37:13 that out. We're trying to figure out what  
12:37:19 services need to be here and how best to get them accomplished.  
These are very understandable questions that  
12:37:24 you all have. But for me to give you a simple answer to an  
incredibly  
12:37:29 complex situation would just be  
12:37:31 irresponsible of me. We're

12:37:35 working on T we're continuing to work on it. This is a  
12:37:40 24/7 effort on our part to do the right thing by people.  
12:37:44 If individuals have specific issues and they don't feel  
comfortable  
12:37:48 talking to anyone else, I'm pretty much here all the time.  
They could call  
12:37:53 me.

12:37:58 -<sup>a</sup> Thank you for making yourself available. We have a  
question to everyone  
12:38:02 . What actions are specifically being addressed for essential  
staff, support, and  
12:38:06 safety if they have to work on-site? I think  
12:38:11 a lot of the questions that are come this go are this regards  
to staff members who feel the  
12:38:15 nature of their work requires to them to be  
12:38:19 at work and provide that support, whether they're cleaning  
items, clea cleaning  
12:38:23 facilities and they don't feel safe doing so. What is your  
guidance to that?

12:38:27 -<sup>a</sup> Mary: So they should be practicing all of their  
12:38:32 safety requirements.  
12:38:36 If they include wearing gloves to do their cleaning, wear  
gloves. They should be  
12:38:41 washing their hands frequently. They should be social  
distancing. What does that mean?  
12:38:45 If they are needing to clean and there are still people in that  
building  
12:38:50 , they should make every effort to stay  
12:38:55 3 to 6 feet away from individuals while they do tha that. If  
that is difficult for them to  
12:38:59 do in their environment and they feel that they are at risk,  
they  
12:39:03 need to talk to their supervisor. If it they're not getting  
help from their  
12:39:07 supervisor, they should talk to their HR person.

12:39:11 The best way to handle these concerns is  
12:39:15 really one by one in the environments that they're in. So  
12:39:19 in some environments, the buildings are almost emptied out.  
And so there's

12:39:24 very little risk in terms of social distancing  
12:39:28 . People are practicing good hygiene and watching their hands  
on a  
12:39:33 regular basis. There is no one in the building or very few  
people  
12:39:37 in the building. Wind be able to practice social distanceing.  
12:39:41 That said, right now we are trying to get  
12:39:48 instruction online, and it is not always possible while they're  
doing that for them to fully practice soci  
12:39:52 al distancing. And if they have concerns, then we want  
12:39:56 to try to mitigate those. What we need to know about them in  
order to  
12:39:58 do that.

12:40:02 -<sup>a</sup> Mary, that is Tony [Indiscernible] could I  
12:40:06 add a comment to that? If F C S building  
12:40:11 care, I have zero employees at my clock and what we're doing is  
stagger  
12:40:15 ing start times so that we're abiding way the less than  
12:40:19 ten people at a time. So we're adapting and we feel that  
12:40:24 as they understand the student population that's going to  
remain, that will establish our  
12:40:30 priorities and we're actually able to maintain the social  
distancing  
12:40:35 guidelines here, and that was just worded out yesterday.

12:40:39 -<sup>a</sup> Mary: Thank you.  
12:40:45 -<sup>a</sup> I have a 2-part question. One is from Laura Sant  
12:40:49 ac Santacross. Is there any number to the estimate of students  
12:40:54 who will remain in-house examining off campus housing. And  
12:40:58 tran chess could asked on -- Francesca says there's a call  
12:41:02 for volunteers to help students move out. What tools are  
provided to volunteers to ensure  
12:41:06 that they're doing this safely, especially since so many  
parents may come from  
12:41:11 out of town to pick up students. Do you know how many students  
still remain? How many students have moved  
12:41:14 out? And what are the tools provided?

12:41:18 -<sup>a</sup> Mary: Okay. So even if I wasn't  
12:41:23 really tired littler I could never have remembered all of those  
parts to that one question. So  
12:41:27 I'm going to start and then, hey, you can prompt  
12:41:32 me. I'm not sure I remember the beginning. Let me give this a  
try and then you can  
12:41:36 prompt me for the different elements of this. We don't  
12:41:40 yet know how many students will remain in campuses housing  
12:41:45 . The number we originally had is changing  
12:41:50 . Some people that expected they would need to stay in on  
campus housing  
12:41:55 are now going home or elsewhere. And  
12:42:00 others who felt they could go home or go elsewhere are  
indicating  
12:42:04 that they need to stay. It will till be

12:42:09 tractional -- still be fractional in comparison to the number  
of students on  
12:42:10 campus in normal times.

12:42:14 In terms of off campus, it's a very good question. People  
who are in  
12:42:18 off campus parents, what we can do  
12:42:23 is limit their  
12:42:27 time ask the way they interact on campus, but  
12:42:32 they have private leases and those are the decisions that they  
would  
12:42:36 make as a private lease holder. We know some are  
12:42:40 leaving and we expect that some are staying. I'm sorry. What  
are the other pieces  
12:42:44 of that question?  
12:42:49 -<sup>a</sup> They wanted to know an estimate. Sounds like numbers  
wise we don't have an exact count, and it's  
12:42:53 kind of hard to know which students are living off campus.  
There's also been  
12:42:57 a call for volunteers to help move students out. What tools  
are being provided to  
12:43:02 volunteers to ensure that they do this safely?  
12:43:04 So many students are coming from out of town.

12:43:08 -<sup>a</sup> Mary: Great question. So campus life will give safety  
instructions for how to help.  
12:43:13 I was around this past weekend and I can tell you they're asking  
the parents  
12:43:17 not to go into the residence halls. They are bringing  
12:43:23 the dorm -- the stuff that was in the  
12:43:28 room out. They're doing everything they can to  
12:43:34 not have the parents go in. And that's been working actually  
pretty well.

12:43:37 The other thing I would say is we -- I think we have had  
12:43:42 a pretty steady -- more than a trickle,  
12:43:46 but a pretty steady number of parents  
12:43:50 coming through, so they haven't been as inundated i in any one  
day  
12:43:54 . That also helps with social distancing.  
12:43:59 -<sup>a</sup> Mary, this is Tony again. If I could comment in housing  
12:44:04 . As of the end of the day yesterday, 50%  
12:44:08 of the students on campus have left, and there really hasn't  
been a lot of  
12:44:12 chaos. Parents are coming, as you said. There are signs.  
Parents  
12:44:16 and visitors should not go into the buildings. So it's been  
quite orderly. So the big  
12:44:21 move out is scheduled for this Friday and this weekend. So  
we'll have extra  
12:44:25 staff in on Friday, Saturday, and Sunday, but it's been really  
orderly  
12:44:30 and I haven't seen any large groups of people. So it's been  
going pretty

12:44:31 well so far.

12:44:35 -<sup>a</sup> Mary: Great. Thank you.

12:44:41 -<sup>a</sup> Adam: So really quickly, I just have a brief announcement about

12:44:45 the meeting. We anticipate being able to add a few hundred

12:44:49 more people to this particular

12:44:56 zoom meeting and we'll probably have to set up another one correctly as a webinar

12:45:01 very briefly in the future. I know that there are people listening

12:45:06 in on other folks' computers and such. If you have your own questions,

12:45:09 we'll try to get something set up correctly in the future.

12:45:13 And just as a reminder, please don't ask

12:45:18 direct questions -- please type your questions

12:45:23 in the chat or raise your hand to speak and we'll try to get -- we'll try to

12:45:27 get to you. So that's just a quick announcement about this. And again, sorry for

12:45:31 the technical difficulties, everybody.

12:45:41 -<sup>a</sup> Thanks. So I'm just continuing on the questions that we've been collecting right

12:45:46 now. One of the questions that came in from UMP

12:45:50 4, temp employees are not eligible for personal sick time. Are there plans to provide

12:45:54 a safety net for those employees in the event they may get sick?

12:45:58 -<sup>a</sup> Mary: Yep. Let me say

12:46:03 there's a lot of concern in general for everyone, and I completely

12:46:07 understand that and I appreciate that. We are trying as

12:46:12 best we can to figure out how to take care of our

12:46:16 folks as much as we can for as long as we can.

12:46:23 Temping officials without benefits don't get sick and vacation days, and right now

12:46:27 there is no plan to do that.

12:46:35 -<sup>a</sup> More questions are coming in had. We received one question from

12:46:39 Joshua Holden. Will the UAW staff be able to collect

12:46:42 unemployment? Heir Mary so if there is a --

12:46:46 -<sup>a</sup> Mary: So if there is a lack of work and the UAW staff are furloughed

12:46:50 , we're working right now with the

12:46:54 unemployment compensation office, and you can imagine that they are inundated, so it's

12:46:58 a little hard to get informatio information, to understand what

12:47:03 benefits would be available if that were to come to pass.

12:47:10 -<sup>a</sup> Thank you. We received one question. If staff members are negative financially impacted

12:47:14 by Covid-19 due to loss of wages, whether that

12:47:19 is from self-quarantine, loss of demand from the employer, can they tap  
12:47:23 into any emergency funds? Are there any plans or discussions on going on for  
12:47:24 these staff members?

12:47:28 →<sup>a</sup> Mary: Let me answer that question in two ways. One, we're looking at what we can  
12:47:32 do here at the university.  
12:47:37 But the other I think is a really important thing to say in general  
12:47:43 . This is a situation the  
12:47:47 entire globe has never dealt with.  
12:47:52 Italy is dealing with these circumstances. We are not going to be able to  
12:47:56 get through this and out the other side.  
12:48:02 Simply and only from the efforts of individual employers. It just isn't going to be able  
12:48:06 to happen. And while we need the  
12:48:10 kinds of responses we are starting to see from the state and federal  
12:48:15 governments in order to be able to get ourselves through in it a manner  
12:48:19 that will allow all organizations, including Cornell, to be able to get  
12:48:24 back to business when this subsides, and so we are doing  
12:48:28 the very, very best we can  
12:48:32 . And I just want to say, I've been in this community a long time and I completely  
12:48:36 understand and actually appreciate the high standard  
12:48:41 that our community and our workforce holds under the circumstances to,  
12:48:45 but there are -- this is an unprecedented  
12:48:51 situation. Completely unprecedented. And we're going to need the kinds of help that's coming  
12:48:55 from the government. So as those become available, and I'm confident that they will  
12:49:00 , we'll make sure that we let people know what those are and how  
12:49:05 they affect our workforce.  
12:49:09 →<sup>a</sup> Thank you. We received a question from Michelle Po Podalack.  
12:49:14 I super vice a team of hourly employees. Will the university be coming out with additional  
12:49:18 guidelines on working at home for hourly employees? Can we allow team members  
12:49:23 ' expanded work hours? Our team members are vital  
12:49:26 to supporting the transition to virtual for staff. I'd like to make  
12:49:31 sure my team members can meet the heavy workload in it the transition  
12:49:35 while still accepting the fact their children may need daytime attention that may impact  
12:49:39 the staff's ability to work full time, 8:00 o'clock to 4:  
12:49:44 30, ten extra days of HAP is very generous, but I

12:49:48 need to be able to use as many work hours as possible for our  
team's transition to virtual  
12:49:49 .

12:49:53 -<sup>a</sup> Mary: Hourly workers can, indeed, work remotely. And  
that information is already

12:49:57 on the HR website about remote work.

12:50:03 If you have other questions, though, specific questions about  
how to set that up, and

12:50:07 they're not answered on the website, send me an e-mail and I

12:50:11 will get you to the right person. But yes, we have

12:50:16 -- we absolutely can have hourly workers work from home. They  
must

12:50:20 track their hours. Yes, you can be flexible in how those  
hours are collect, but

12:50:24 they must track their hours. So look on the website. See if  
what

12:50:30 we have there answers your question. If it doesn't, then I'm  
happy, send me an e-mail

12:50:34 an and I'm happy to get you to the right person.

12:50:38 -<sup>a</sup> Thank you. One question about the 10HAP days

12:50:42 . Is there expiration date on using these ten sick days?

12:50:46 -<sup>a</sup> Mary: We just haven't gotten that far yet. I think  
that we'll all be very happy

12:50:51 if, in it the outcome, we have ten sick days

12:50:56 that no one had to use for either themselves or anyone else.  
That will be a nice

12:51:00 problem to have. Right now, we are focused on what's in front  
of us and what's in front of

12:51:04 us is trying to make the current situation as d doable as

12:51:09 possible.

12:51:13 -<sup>a</sup> The campus life division has been sending e-mails with  
the expectation that staff are expected to be working

12:51:18 on campus. The person submitting this wants to remain  
anonymous, is

12:51:22 in this division my position is not considered essential. I  
have been on campus this week with

12:51:27 no official timeline to be transitional

12:51:31 \* -- transitioned to work from home. The remainder is desolate  
with administrative

12:51:36 meetings. Can units be re-encouraged to quickly transition  
nonessential workers

12:51:40 to work remotely and is there an expectation to make staffing

12:51:44 plans due Friday that nonessential staff are to

12:51:46 physically report to work?

12:51:50 -<sup>a</sup> Mary: So I will follow up on their staffing plans. I  
had several conversations

12:51:55 with them as you can imagine. Student and campus life is on  
the front

12:51:59 lines of trying to get our students moved out.

12:52:05 So they have understandably been trying to prioritize where the efforts of the leaders  
12:52:11 go. As I said in opening  
12:52:15 remarks, we have one set of understanding for how we do our dining,  
12:52:20 and then in one day, because of the change in state regulations  
12:52:24 \* losses, we had to move to takeout. When each of those things happens, what we  
12:52:28 find is that we just stop where we are. We have to go back and look at everything  
12:52:33 we thought we were going to do. And  
12:52:37 replan. So I know that student and campus life is working on their staffing plans and their  
12:52:42 remote plans. If you haven't heard yet how that's  
12:52:46 going to impact you, you can send a message to their HR  
12:52:51 people or send me an e-mail and I'll get it to the right person, but I know they're working on  
12:52:57 it.  
12:53:03 -<sup>a</sup> For colleges requiring faculty to come to campus April 6 to do  
12:53:07 lectures, how are staff who must support them be protected some I think we're getting these  
12:53:12 questions about people who are doing research. We're getting questions about people who have to support faculty  
12:53:18 staff.  
12:53:26 -<sup>a</sup> Mary: Just a quick recap of what I said before. So  
12:53:31 the situations are changing daily. For example, in research research, we're winding  
12:53:35 -- we're putting on pause a lot of our research because of  
12:53:39 social distancing issues. And those plans are really  
12:53:43 just starting to form, because that decision was made over the weekend  
12:53:48 . In terms of the staff needed  
12:53:52 to move faculty to virtual  
12:53:57 teaching, I do expect that some of that right now really does need  
12:54:01 somebody there to make sure it's set up, and it may be  
12:54:05 that those faculty will do their classes  
12:54:10 from their offices or from classes  
12:54:15 rooms. And we are talking right now about the extent to  
12:54:19 which that support, that technical support needs to be on premise  
12:54:23 and how much of that technical support can be done remotely  
12:54:28 .  
  
12:54:32 -<sup>a</sup> We received a question from Scott Burke. Is the pandemic creating any new jobs  
12:54:37 at Cornell? Program at IT. If so, what are the jobs? What are ways that  
12:54:41 the pandemic is making Cornell University stronger? Are there anyways  
12:54:43 we can volunteer to help?

12:54:47        <sup>-a</sup> Mary: What a wonderful question. Thank you so much.  
much. to date, we haven't  
12:54:51 come up with new jobs  
12:54:56 , but I think in time we may find some new opportunities and new  
assignments  
12:55:05 , so stay tuned. I will tell you if we do ask for people to  
volunteer  
12:55:09 to take on new responsibilities, we're going to do  
12:55:14 that through the talent marketplace and a gig. So more to come  
12:55:17 . We haven't gotten to that place yet.

12:55:21        I will say, let me tell you personally how I think this is  
making  
12:55:26 us stronger. First of all, the  
12:55:30 leadership team is  
12:55:35 working around the clock to try to address issues that come  
12:55:41 up. I have seen heroes across  
12:55:45 this campus who have gone above and beyond to support  
12:55:50 each other, to support our students, and I  
12:55:55 know that in some cases it's frightening  
12:56:00 to be in situations where the students and their families are,  
and that's completely  
12:56:04 understandable. But I would just ask us  
12:56:08 all to remember that they're scared, too, and for our seniors,  
12:56:12 this was the end of their senior year and this is not at all  
what  
12:56:17 they expected. So I guess what  
12:56:21 I would say is I feel  
12:56:30 a sense of pride in how hard everyone is trying to do what is  
best for everyone, recognizing how many  
12:56:35 different priorities there are.  
12:56:40        <sup>-a</sup> SASCL Becker asked in the event that  
12:56:45 our UA summer positions that we've already signed up for are  
eliminated, will we  
12:56:49 be guaranteed any sort of compensation? Because we were  
guaranteed summer work when  
12:56:53 we signed our contract.  
12:56:58        <sup>-a</sup> Mary: Yep, I understand. There were a lot of things we  
expected to be handled in it a different  
12:57:02 way on March 5th than what we're dealing with now. We will get  
to summer  
12:57:08 work. Whoa just are not there yet. I understand the concern  
12:57:12 . We have it on the radar and we'll get to it.  
12:57:21 If we can't fulfill summer expectations, we'll see what we can  
do to address  
12:57:25 that. We just are not there yet.  
12:57:31        <sup>-a</sup> I know that you addressed this before. They're  
12:57:36 receiving more staff members  
12:57:42 if afternoon R. an employee doesn't feel  
12:57:46 comfortable, an example of isolation rooms was given  
12:57:51 , they shouldn't be required to clean those others.  
12:57:55 They feel they might have retaliation if they refuse.  
12:57:59 Can you tell employees they won't be retaliated against if they  
see it as an



12:58:02 unnecessary health risk?

12:58:06 →<sup>a</sup> Mary: Let me start this answer by saying I'm not a  
12:58:10 health professional and so I just want to be  
12:58:15 really clear here about what I am saying is being guided by  
what we are learning

12:58:22 from health professionals. We are not putting anyone in  
situations that the

12:58:26 Health Department has indicated we should not put them in.  
That

12:58:31 said, individual individuals' own comfort with this unknown  
situation

12:58:36 is different. And so

12:58:43 what I think is if somebody really feels afraid, to first and  
foremost

12:58:48 talk with someone to figure out why.

12:58:53 It may be that they don't have all of the information they need  
to make that decision for themselves.

12:58:57 It is the case that there's a lot of information swirl

12:59:02 swirling around about the virus and about how to

12:59:06 get it, most of which is speculation on the part of others.

And

12:59:11 so we have made our decisions and we have pretty carefully  
stuck

12:59:15 to this based on what the Health Department has told

12:59:20 us. With you if an individual is still concerned, we should

12:59:25 first and foremost talk to their supervisor and express their

12:59:30 concerns. Of course there are situations where people are  
afraid to do that

12:59:35 , but everyone right now

12:59:39 is trying to come to terms with something we've never dealt  
with before, and I have confidence

12:59:44 that our supervisors will

12:59:48 understand if someone is just worried and can't figure out  
exactly what they should

12:59:52 do. If they're thought comfortable doing that, hopefully

12:59:56 they are comfortable going to someone else, a manager above  
that individual, a manager

13:00:02 above that, the HR person, someone who can help them talk

13:00:06 through these.

13:00:10 High general advice to everyone is take a deep breath and

13:00:14 try to figure out where your

13:00:18 reaction is coming from. If it is coming from a place where  
you need

13:00:23 more information, let's help you get that information. That's  
totally, totally

13:00:27 understandable. If it's coming from a place

13:00:31 where you believe you have the information and you need to act,  
then let's figure out how to help

13:00:35 you do that.

13:00:42 →<sup>a</sup> Thank you. We have a question online that asks, do you  
anticipate a mandate

13:00:46 for nonessential staff to be required to work? Is there an expectation from the unit

13:00:51 staffing plans through Friday that nonessential staff are to physically report to work?

13:00:57 -<sup>a</sup> Mary: So let me start by saying that

13:01:02 we don't identify essential people. We

13:01:06 identify essential functions. And the essential functions

13:01:10 functions that we are -- that the colleges and units are determining are

13:01:16 those that then, after we've identified the essential functions, we're trying to figure out how to get

13:01:20 them done. So in some cases, they can be done remotely

13:01:24 . In some cases, they can be done mostly remotely. And in

13:01:28 other cases, the only way to perform those functions is on

13:01:30 campus.

13:01:34 So we do expect and have seen the staffing plans coming in

13:01:40 that are clearly identifying the work that must be done on campuses and how

13:01:44 they are going to get that accomplished. Did I answer that question?

13:01:48 I'm not sure I did.

13:01:55 -<sup>a</sup> I think so. If anybody has any follow-up questions about that, they can e-mail me

13:01:57 or submit it in the chat.

13:02:01 Another question that came in through Brian good

13:02:06 El -- Goodell, I have a question about front line staff. If the only reason they were here is because

13:02:10 Cornell thinks they're expendable, can you reassure the after it that they're at

13:02:14 Cornell because theory replaceable? Not expendable? I think that's

13:02:19 the sense of some staff members. Yes.

13:02:25 -<sup>a</sup> Mary: That makes me really sad that that's how someone would feel. The university has

13:02:29 worked so hard to prioritize its workforce and to try to find ways

13:02:33 to keep people in pay as long as

13:02:38 we possibly can. That for someone to feel that the fact that we're

13:02:42 trying to do that is because we of course they're expendable

13:02:46 , it's really sad. I just have to say it makes

13:02:51 me really sad. What I would say is we're working very hard to try to find

13:02:55 meaningful opportunities for people to continue to

13:02:59 perform services that we need done in a time where a lot of things are slowing down

13:03:05 . So if the

13:03:09 individuals that work on our campus campus, those who are working

13:03:13 in grounds and in housekeeping

13:03:18 and custodial and dining are very important members of this community. They

13:03:24 help with our buildings and our people, our  
13:03:29 students and our spaces, and  
13:03:33 we have such a sense of obligation to them that we're doing the  
best we can to  
13:03:37 try to keep them in a job that needs to get done. And  
13:03:39 I would just implore

13:03:43 those of you who are in positions where you can help  
13:03:47 people, find a space  
13:03:52 there's healthy and resilient to work through those feelings of  
anger and upset so  
13:03:57 that they can come to a police where they're not looking  
13:04:01 at  
13:04:06 the actions taken in the worst possible way, but whether  
generosity of heart and  
13:04:11 spirit and that his the healthiest way for all of them to get  
through this  
13:04:15 together.

13:04:19 -<sup>a</sup> Okay. I think to counter that  
13:04:24 , I think there's been a lot of tremendous response from staff  
member  
13:04:28 s to say the response has been very effective, very efficient,  
very quic quick, and  
13:04:33 there have been a lot of comments be  
13:04:37 turning the university. They want to thank you. They want  
13:04:43 to thank  
13:04:49 . They have asked earlier, knowing there's a lot of  
appreciation from staff members to yourself  
13:04:55 and to Martha  
13:04:59 for the steps being taken and also a lot of questions I'm  
really glad we have this forum to  
13:05:00 try to answer those.

13:05:04 Moving on to another question.  
13:05:08 For those who pay to Park and are not coming back to work, will  
we be credited  
13:05:11 and not charged for the parking fee?

13:05:14 -<sup>a</sup> Mary: I don't know. We'll take it to transportation  
and ask.

13:05:19 -<sup>a</sup> Thank you. We have a question  
13:05:23 from other live. Are there any plans to make  
13:05:27 empty student housing available to healthcare organizations or  
potential facility  
13:05:31 overflow if the situation worsens?  
13:05:37 -<sup>a</sup> That's a great question and I saw that on the  
13:05:41 news. That's something we haven't dealt  
13:05:46 with in Upstate New York. Our campuses in downstate is very  
different than what we're dealing  
13:05:51 with here. So our medical college  
13:05:55 , be our Dean and our faculty

13:06:01 and our staff who are working on the front lines are true  
heroes, and you should be really  
13:06:05 proud to be their colleagues. They are dealing with just an  
13:06:10 unbelievable situation and they're doing a fantastic  
13:06:16 job. .  
13:06:20 This is really I think mostly a campus conversation, but  
13:06:25 our leadership at Cornell tech has quickly ramped up a remote  
13:06:31 work situation. Our medica medical college is trying as best  
they can to  
13:06:35 get people who can do remote work off.  
13:06:39 Their doctors and nurses and technicians are busy in the  
13:06:44 hospitals trying to deal with a situation that really is not at  
all like what we're  
13:06:48 dealing with here at this time. And they're doing an amazing  
13:06:52 job. So I don't think  
13:06:59 we've had that situation happen here.

13:07:03 -<sup>a</sup> From Lisa Dean, are you moving students to one building  
that will be remaining or are the students be  
13:07:04 being scattered throughout several buildings?

13:07:09 -<sup>a</sup> Mary: Actually, that's a great question. I thought  
that question  
13:07:13 might come up and I don't know the answer to it, but it's a  
really good question. I know that they've been  
13:07:18 trying to figure out -- they  
13:07:22 wouldn't squash them all to the same building. This whole idea  
is to create social distancing,  
13:07:27 but I don't know whether or not they might disburse them into  
more than  
13:07:32 one. And I don't think they're really going to know that until  
they see how many  
13:07:36 are staying.

13:07:40 -<sup>a</sup> If somebody that his to go to Cornell for one reason or  
another, will  
13:07:44 they be ticketed if they go to a spot in the appropriate  
parking  
13:07:49 pass.

13:07:53 -<sup>a</sup> I know the question -- I thought that had been  
addressed. Let us  
13:07:57 check. I thought they had relaxed the parking.  
13:08:05 Let's make sure that's been done. Yes. And I believe they have  
relaxed them  
13:08:10 . And so if you haven't seen that, we'll make sure  
13:08:15 that you can find them. I believe that they've relaxed  
13:08:19 the parking restrictions until Apri April 19th.  
13:08:23 -<sup>a</sup> Mary, it did come out today. The only thing that's  
13:08:28 prohibited is handicapped parking. No parking assigned. So if  
you don't have a  
13:08:32 permit or a lessor permit, you can Park in any permitted  
parking  
13:08:36 spot.

13:08:40 Another question we received online, from Lel  
13:08:44 a Ellis is if there's a shortage of, say, dining work, or could  
somebody come in  
13:08:50 to put an hours with the grounds department botanic gardens,  
would it be  
13:08:54 possible to fill in those gaps where appropriate?  
-<sup>a</sup> Mary:  
13:08:58 Again, we're not quite there yet, but once we have a sense of  
our staffing,  
13:09:02 we may very well be calling for people to volunteer  
13:09:07 to take other assignments, and if we do that, we put  
13:09:12 that call out through workday and we use that opportunity  
market lace, and  
13:09:16 in it there's sort of a gig request and we'll gut them in as  
gig requests. If  
13:09:20 we do that, because that all sounds like something from another  
country to should have us, we'll  
13:09:25 make sure that we give lots of information about  
13:09:29 that and walk you through how to do that. But it may be that  
we have that  
13:09:35 situation and we'll thank you for asking that. Yeah.  
13:09:42 -<sup>a</sup> What are some preparations being made to alleviate any  
negative long term impacts to  
13:09:43 the staff?  
  
13:09:47 -<sup>a</sup> Mary: I just saw a question come through. Gigs are  
generally unpaid. So we're just using  
13:09:52 the gig technology. That's a good question. Thank you for  
clarifying it. We're just  
13:09:56 using the gig technology as a way  
13:10:00 to put the call out and get the information. It's not a gig in  
the  
13:10:04 way we use them for professional development. I'm sorry. I  
just  
13:10:07 wanted to clarify.  
  
13:10:11 -<sup>a</sup> That's fine. Thank you for clarifying. So the  
13:10:16 question was what do you project are the long term impacts  
13:10:21 to alleviate any long term negative impacts to the  
13:10:21 staff.  
  
13:10:25 -<sup>a</sup> I Jeff I knew. I think we're  
13:10:29 all watching and reading. We don't know what the long term  
impacts of  
13:10:34 Covid-19 are, and I'm not a publi public health professional.  
And for  
13:10:38 me to give you a sense of what I think that would be would just  
be me repeating what I've read  
13:10:42 or heard from others.  
13:10:53 I want you to remain as strong of a community as  
13:10:58 we can.  
13:11:02 -<sup>a</sup> Does Mary know when a staff member event eventually is  
diagnosed

13:11:07 with a positive case how the healthcare department wants to make sure

13:11:11 colleagues are detected

13:11:14 to make sure others aren't exposed?

13:11:18 →<sup>a</sup> Mary: That's a great question and I had on my list to address this.

13:11:23 I will just stop to say this is all

13:11:27 I've done for six months. As I looked at the calendar, it's been less than

13:11:32 two weeks. When I first started realizing that we had to

13:11:38 develop plans there were no test kits available anywhere

13:11:43 . So it was very few people were being tested. Now the test kits are

13:11:48 starting to come out and more people are being

13:11:53 tested. We are getting way more questions, because of that, which is good. I'm glad those

13:11:57 questions are coming. If a positive

13:12:02 test, if someone on the

13:12:07 campus is tested positive, the Health Department

13:12:12 contacts us ask

13:12:17 contacts them and they work with a person to develop what I

13:12:21 believe they called a contact map. And

13:12:25 that contact map allows the Health Department

13:12:30 directly, not us, directly to of this the individuals who have been in contact

13:12:35 with that individual. For us, if

13:12:39 we were to be informed, we would not be informed of who it is.

13:12:41 That person may choose to tell us,

13:12:45 but the Health Department would not. That's my understanding

13:12:48 .

13:12:52 →<sup>a</sup> It seems like some people have been able to join this chat, so might

13:12:57 have missed some of the questions asked earlier, so I apologize if any of

13:13:01 this seems redundant.

13:13:06 Rereceived a question online. Other colleges and universities have relieved their

13:13:10 custodial staff due to high risk environments, but Cornell has yet

13:13:14 to send custodial staff at home. The risk

13:13:19 with shaving this virus are children and parents is of paramount concern. When they come in

13:13:23 at night, it is a huge risk. Is Cornell going to be

13:13:27 moving to have custodians to stay home? If not, are there ways in which they are

13:13:33 being protected with no masks being available? What is being

13:13:33 done?

13:13:37 →<sup>a</sup> Mary: So it's he a great question, and let me just

13:13:42 say that one of the reasons we de--dens

13:13:46 icipified the campus, people

13:13:50 here can practice social distancing. And in social distancing  
and  
13:13:55 hand washing, the risk to an individual of being in a  
13:14:02 relatively  
13:14:10 is Relatively low. Well, let me stop. I don't know that.  
I'm not a health  
13:14:16 professional. In order to increase the protection of  
individuals, if a  
13:14:20 custodian feels that I or she is unsafe in  
13:14:25 doing the work they're doing, implore them  
13:14:29 to talk to their supervisor. Implore them to do  
13:14:33 that. Also, please read the actual information that we have on  
13:14:38 our websites so that the best you can  
13:14:42 , you can separate for yourself what you're feeling  
13:14:46 that feels like fear and what you're feeling that feels like  
concerns  
13:14:51 you can get answers to. It will help you to figure out what  
13:14:54 you want to ask and what you want to do.

13:14:58 It is true that other places have made the decision to  
13:15:03 let go and stop paying the individuals that have been doing  
13:15:08 this work. to date we have tried to find ways  
13:15:13 as we have the we can to keep workers in pay as long as  
possible.  
13:15:17 And when we have work, we're  
13:15:23 asking people to do it. I understand that may feel very  
frightening to some of  
13:15:27 you. Please, if you want to, you can call me and talk to me.  
Let's figure  
13:15:31 out why. In we can understand why you're having that reaction,  
13:15:35 then maybe we can figure out what the best next step is for  
you.

13:15:35 -<sup>a</sup>  
13:15:40 Mary, this is Tony again. Again, from Bill and Cara  
13:15:44 Cara. Appreciate all of the concern for custodians, but just  
to share, for general knowledge  
13:15:48 , all custodians receive extensive train  
13:15:52 ing on cleaning, personal protective equipment.  
13:15:57 They have everything available to them: Masks, gloves, training  
procedures  
13:16:02 . There's special training being set up now for cleaning  
isolation  
13:16:07 rooms. And it's  
13:16:12 always, to my knowledge, custodians have always  
13:16:16 been able to loca localize if they feel that they're in if an  
unsafe situatio situation. So  
13:16:20 it's really appreciated, but another perspective  
13:16:24 is custodial staff kind of feel proud that, you  
13:16:29 know, they're seen as being essential and this is part of their  
daily  
13:16:33 mission and an extension of that. So not to speak for them,  
but  
13:16:37 that's a sense we get. And again,

13:16:42 somebody says I'm not comfortable being here, they can go home.  
I don't feel I should do this,  
13:16:46 then don't do it. So yeah, custodians are not forced  
13:16:49 , nor would they be to do anything

13:16:53 they're comfortable doing and they are totally properly prepared  
and trained to do

13:16:57 what they do.

13:17:05 -<sup>a</sup> We have a question from Catherine Burke online. Mary,  
can you please

13:17:09 explain the purpose of the extra half days and when to use them  
is this I've heard difficult ways people

13:17:13 have been interpreting how to do [Indiscernible]

13:17:17 -<sup>a</sup> Mary: Thanks for asking the question. They are added  
to your banks

13:17:22 . For most of the campus, it's a half pay. For

13:17:26 some we have sick banks. So what we've done is

13:17:31 we've broadened the access to HAP

13:17:36 to help your own, to care for someone in

13:17:42 your care and for personal reasons.

13:17:47 Those are just days. So I do know that people are asking  
questions about

13:17:52 that.

13:17:56 -<sup>a</sup> Some other questions we've been asked online, some  
people want

13:18:00 to know what the likelihood of the university closing is. What  
would be the implication for their jobs?

13:18:04 -<sup>a</sup> Mary: Right. Not there

13:18:09 yet. And

13:18:13 so we are doing our very best to remain open and to continue to  
do

13:18:18 the things what we can continues to do. I think that's very  
important for our workforce

13:18:22 . We also think it's important for our

13:18:27 ability to come back after this

13:18:32 situation. But we just aren't there yet. Right now we're open

13:18:36 . We're continuing to

13:18:41 do work and that's where we are today.

13:18:45 -<sup>a</sup> What advice do you have for those who, even though we're  
practicing social

13:18:50 distancing, there might be times when they might have to  
congregate in the

13:18:55 same space if there are time clocks that

13:19:00 require people to be clocking in and these time

13:19:04 clocks accommodate 30 plus people. What is your recommendation  
in instances like

13:19:09 this? Both facilities and campuses serves have made changes

13:19:14 to the clocks so they can spread them out

13:19:19 and not find them congregating at the clock. If if you find  
yourself in



13:19:24 the situation where you're not social distancing, remove yourself 6 feet away  
13:19:33 and have the conversation with the individual so we can provide  
13:19:37 for that next time. You're not perfect with this  
13:19:42 , but  
13:19:47 I know we're staggering start times and using social distancing as an expectation  
13:19:52 .

13:19:56 -<sup>a</sup> I think we're reaching about the end of the questions. And also probably

13:20:01 the end of the allotted time. If Nick  
13:20:05 has any other questions, please submit to me via  
13:20:10 the chat. Again, I'm seeing a lot of individuals expressing their got I  
13:20:15 itude towards -- gratitude towards this opportunity to be able to engage. I know that there are  
13:20:19 technical difficulties that we've experienced, but I think a lot of  
13:20:24 this is growing things and trying to figure out how to make the necessary accommodations in these times that we're  
13:20:28 finding ourselves in. And things occurred that  
13:20:31 we were not anticipating, like the zoom room chat.

13:20:35 -<sup>a</sup> Can I say something before we all depart?

13:20:35 -<sup>a</sup> Sure.

13:20:39 -<sup>a</sup> Mary: I just want to thank everybody. You know, when  
13:20:44 we open to questions, we get the hard questions and we get people's

13:20:48 fears and anxieties, and I actually really actual  
13:20:52 grateful that people felt comfortable enough to answer  
13:20:57 those questions. I think it says a lot about our community. And I also

13:21:01 want to thank you all for being so flexible and resilient during this time. It's  
13:21:07 very difficult to be dealing with  
13:21:12 something so unknown and filling out how to make all of these changes  
13:21:17 happen. How you're doing or why you're doing it. I just couldn't be prouder of everyone. I know  
13:21:22 we're making lots of mistakes and we're stumbling here and there and you're not  
13:21:26 getting all the information and I wasn't able to answer a lot of  
13:21:30 questions. But I university really appreciate how dedicated  
13:21:35 everyone is and how much concern you're all showing for  
13:21:39 each other and I ask you to continue that and also to  
13:21:43 please, please take care of yourselves. Please take care  
13:21:45 of yourselves. Do things that

13:21:49 help you see how to kind of breathe through a situation that

13:21:53 none of us have ever been through before. So it's

13:21:59 just my parting words are ones of gratitude and admiration  
13:22:05 .

13:22:09 →<sup>a</sup> Some last minute questions. Some individuals have asked  
if there are any plans to address any  
13:22:13 potential bur burnout in the future from staph members who have  
been  
13:22:17 asked to work and who might be feeling some stress from that  
13:22:19 -- staff members.

13:22:23 →<sup>a</sup> Mary: Yes. That's a great question. We're looking at  
things like how to manage the isolation  
13:22:27 of being remote. How to deal with this ongoing  
13:22:32 stress. And what you can look forward to is that we're looking  
13:22:36 at putting some short videos up, at least a couple of too tips  
13:22:41 a week, is some from me. Although you're probably sick of  
looking at  
13:22:46 me. Some from me, some from others with helpful tips and  
tools to try to  
13:22:50 deal with such a changing situation. The so when we do those,  
we'll try  
13:22:54 and make sure you all know where you are so you can see them.  
And if you have advice for  
13:22:58 other things we should be addressing, please let us know.  
13:23:02 →<sup>a</sup> Thank you.

13:23:06 →<sup>a</sup> Adam: I guess to kind of wrap things up, Mary, I really  
want to thank you for your  
13:23:11 time, for being here and answering these questions. I know  
that it's a  
13:23:16 great help to everybody who was able to join us. And  
13:23:20 also, I apologize to everybody who could not get through.  
We're going to try to work through this. We're  
13:23:25 all dealing with this as an ab normal situation. So we're  
13:23:29 going to try to see if we can -- what we can do for the future  
13:23:34 . And thank you to all the staff members joining us and just  
13:23:39 to echo Mary's comments to everybody else out there  
13:23:43 who are keeping the lights on and keeping things running as  
13:23:47 best as possible. What you do is truly appreciated. I think  
the staff are  
13:23:51 being great stewards of the university at a very trying time  
13:23:56 , and all of those efforts are truly appreciated.

13:24:00 Thank you all, once again. And hopefully we'll  
13:24:04 see if we can do something in the future, but I appreciated  
13:24:09 you all being here and joining us for  
13:24:13 this and staying healthy. Take care,  
13:24:17 everyone. Have a great rest of your week.

13:24:19 [Event Concludes]

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