From: <u>John Wilkin</u>

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Hi all. I have a bit more news to share this week than previous weeks, but before I begin, I want to again thank everyone and encourage you to make time and room for yourselves in the midst of all of the pressures. We're doing phenomenally good work and we have adjusted to the new circumstances in wonderful ways, and that's a testimony to your commitment and your talents. Many around campus have expressed deep appreciation for the Library during the stay-at-home order, and I echo that. Remember, too, that this shift to working primarily remotely has created hidden pressures. The blurring of boundaries between work and home can make work feel fairly relentless. I know that I've used the phrase "be generous" several times, but it's very important to be patient with ourselves and each other, to cut everyone some slack.

As a University, we are beginning to get a clear sense of the financial implications of COVID-19. Some of you will have seen the DDDH-L email about planning for reductions. The number being used preliminarily is 10%. As Paul Ellinger said in his note, the University is "not implementing these budget directives at this time. If we were to activate this type of approach, we would not apply uniform reductions across all units. Across-the-board reductions are not strategic." We have a number of protections built into the Library's budget strategy, and we will use every mechanism we can to buffer ourselves from the impact of reductions we may take. Our work to prioritize positions was proactive and timely. In my regular meeting with the Provost, he was supportive of our moving ahead with individual prioritized positions when we have identified funding within the new fiscal constraints.

I have a quick teaser that I'll follow with more in the coming weeks. This week the Library's building project went before the University's capital review process, and we had some very good news. For the moment, I'll say that this is only a step, but a very important step for realizing the vision that all of you have been part of. More soon!

I know that many of you are wondering about the Fall semester. In-person instruction remains up in the air. However, a University task force is working through issues now, with the hope that we can safely offer on-campus, in-person instruction. No decisions have been made, but the task force is working hard and thoughtfully. I'll provide more information on this as I am able, and know that the campus is working hard to make a decision by early June.

Finally, the Governor's extension of the stay-at-home order until the end of May is an important reminder that we need to do all that we can to adapt to the current circumstances. Library buildings will remain closed through May. This is not a short-term problem and we need long-term strategies to offer Library services. I'm grateful to our team working to sustain continuity of support, particularly for instruction and research, and grateful to all of you for the work you do to make those services possible.

Look for an invitation for another virtual hangout early Tuesday. It was great seeing about 150 of you there last time. We've highlighted our pets and worn hats. Time to think of a new theme!

John

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